

# THE OSHAWORKER

CAW TCA  
LOCAL 222 CANADA

VOLUME 48, NUMBER 2

OSHAWA, ONTARIO

FEBRUARY 2, 1989

## Pensions

By RAY FINNEY

Pension Representative

### PAY OUT OF LIFE INSURANCE

Any employee who retired (regardless of how he retired) prior to October 1st, 1984 is entitled to make an application for the pay out of his or her Life Insurance, should you become totally disabled before reaching age 65. Forms used for applying can be obtained by contacting Metropolitan Life Insurance Co. at 1-800-267-9636 and they will mail these forms to you.

Since Oct. 1st, 1984 you must be totally & permanently disabled at the time of your retirement to be allowed the payout of your Life Insurance.

### A POINT TO REMEMBER

If your spouse pre-deceases you or you become divorced it is your responsibility to notify the Company with proof of such change, otherwise the cost of

the spouses option will continue to be taken from your Pension.

### CAR PLANT REPRESENTATION Don Thompson Car Plant Chairperson

I would like to thank Don Thompson (Chairperson) Doug Reynolds and Al Webb (Chassis District Committeeperson and Acting District) Fred Hardgrove (District Committeeperson) Dan Galliger (District Committeeperson) Keith Post and Steve Drinkwater (District and Acting District Committeeperson) whom I have worked very closely with prior to, during, and since 1987 negotiation in an effort to insure jobs for junior employees.

I look forward to working with these Elected Reps. again in the future and I once again would like to thank them for a job well done.

If you have any problems with your pension or your in-plant pension calls (my in plant number is 644-1277).

On behalf of the membership, the Executive and myself, I would like to wish the following a long and happy retirement.

| Name                  | Dept. No. | Years of Service | Retirement Date   |
|-----------------------|-----------|------------------|-------------------|
| Marcel Gravel         | 50        | 30.1             | January 1, 1989   |
| John Hajnik           | 44B       | 26.5             | December 1, 1988  |
| Harold R. Hamilton    | 77        | 35.8             | January 1, 1989   |
| Eric S. Haywood       | 49C       | 30.1             | December 1, 1988  |
| Erik G. Henriksen     | 50        | 38.4             | October 1, 1988   |
| Kenneth W. Herrington | 48C       | 34.0             | November 1, 1988  |
| Vincent J. Hickey     | 11        | 35.7             | September 1, 1988 |
| Alex J. Hnatiw        | 52        | 37.8             | December 1, 1988  |
| Lawrence R. Holmes    | 77        | 32.2             | January 1, 1989   |
| Kenneth Hope          | 94        | 22.4             | January 1, 1989   |
| Ronald C. Howell      | 50        | 39.6             | January 1, 1989   |
| Wayne D. Huggins      | 45        | 23.9             | October 1, 1988   |
| George E. Hughes      | 65        | 32.6             | December 1, 1988  |
| Leonard A. Janveaux   | 52        | 31.7             | December 1, 1988  |

## NOTICE OF ELECTION GENERAL MOTORS UNIT

FOR

One (1) Shop Committee Chairperson

Four (4) Area Chairpersons

Twelve (12) District Committeepersons

Two (2) SUB Representatives

One (1) SUB Alternate

Two (2) Insurance Representatives

One (1) Insurance Alternate

One (1) Pension Representative

One (1) Pension Alternate

All members in good standing, working within the GM Unit, stand nominated and have from **Thursday, January 26, 1989, until 10:00 a.m. on Monday, February 6th, 1989**, to declare by written notice on cards available at the CAW Hall, 44 Bond Street East, Oshawa, their intentions to stand for any of the above positions.

The election for these positions will take place on **Monday, February 27th, 1989**. A run-off election, if necessary, will be held on **Monday, March 13th, 1989**.

Biographies of seventy-five words or less must be submitted no later than the closing of nominations.

Voting times to be determined by the Election Committee.

Brian Sliter, Chairman  
Bill Hart, Vice-Chairman  
Election Committee  
Local 222 CAW

By JOHN SINCLAIR

I would like to report on a number of complaints we have been getting from our members about buying used vehicles from General Motors. A meeting was arranged before Christmas to take place with Don Blake and Greg Cherney on January 3, 1989. John Kovacs and myself met with them and explained the problems we were hearing about from our members.



After a lengthy discussion, they said they would check into our concerns and get back to us, which I might say didn't take long, taking care of the complaints we took to them.

They also posted a new bulletin on the Boards, which we feel will help all our members in purchasing a used vehicle in the future.

To: Oshawa based — General Motors of Canada employees  
Subject: Used Vehicle Purchase System — Employee Vehicle Centre

|                       |     |      |                   |
|-----------------------|-----|------|-------------------|
| David J. Johnston     | 48  | 36.6 | November 1, 1988  |
| Emil Karacsonyi       | 77  | 27.0 | January 1, 1989   |
| Francis A. Kavanaugh  | 199 | 32.8 | January 1, 1989   |
| John M. Killen        | 65  | 33.8 | January 1, 1989   |
| Martin Korsten        | 44A | 25.2 | January 1, 1989   |
| Stanley B. Krasinski  | 12  | 30.5 | November 1, 1988  |
| Dianne E. Landry      | 33  | 21.6 | September 1, 1988 |
| Wladimir Lawrowski    | 44B | 30.4 | October 1, 1988   |
| Howard E. Libby       | 53A | 23.4 | November 1, 1988  |
| Peter Locatelli       | 77  | 32.6 | January 1, 1989   |
| Walter Lucyk          | 61  | 38.8 | November 1, 1988  |
| John A. Maguire       | 33  | 32.4 | October 1, 1988   |
| David A. Martin       | 49  | 24.8 | October 1, 1988   |
| Nicholas M. Matejuk   | 66  | 33.8 | December 1, 1988  |
| Robert R. Matheson    | 4D  | 22.6 | October 1, 1988   |
| George W. McKnight    | 77  | 36.4 | January 1, 1989   |
| Douglas F. McPhee     | 52  | 33.9 | January 1, 1989   |
| Douglas R. Menzie     | 48  | 25.9 | November 1, 1988  |
| Antonio Molinaro      | 83  | 5.9  | October 1, 1988   |
| Harold R. Moreau      | 4D  | 30.4 | December 1, 1988  |
| Leopold Morin         | 49C | 24.1 | October 1, 1988   |
| Manfred E. Mueller    | 61  | 27.6 | December 1, 1988  |
| Ivan H. Ormiston      | 77  | 32.7 | January 1, 1989   |
| Henry Pawlak          | 83  | 11.3 | October 1, 1988   |
| Douglas H. Pearce     | 31  | 31.4 | November 1, 1988  |
| Everett G. Pearson    | 61  | 33.7 | January 1, 1989   |
| Emil Pflanzner        | 35  | 25.3 | December 1, 1988  |
| William P. Proctor    | 15  | 42.1 | December 1, 1988  |
| Albert Rasker         | 27  | 25.7 | August 1, 1988    |
| Kenneth A. Rose       | 10  | 26.8 | January 1, 1989   |
| Linda R. Rose         | 45  | 21.1 | September 1, 1988 |
| Walter Sajac          | 49C | 24.0 | October 1, 1988   |
| Frank M. Sanderson    | 82  | 36.9 | September 1, 1988 |
| Glenn W. Sandy        | 77  | 35.7 | January 1, 1989   |
| Donald E. Sriver      | 77  | 38.2 | January 1, 1989   |
| Roy O. Shrigley       | 77  | 35.6 | January 1, 1989   |
| Stanley Somerville    | 78  | 33.8 | January 1, 1989   |
| Peter R. Sosin        | 77  | 38.4 | January 1, 1989   |
| Robert D. Spencer     | 78  | 39.5 | October 1, 1988   |
| Frank Stepinac        | 199 | 41.6 | November 1, 1988  |
| Marianus Swierczynski | 49  | 30.4 | January 1, 1989   |
| Ewhen Szczurko        | 33  | 33.9 | November 1, 1988  |
| Michael Taras         | 77  | 38.4 | January 1, 1989   |
| Keith Taylor          | 77  | 33.8 | January 1, 1989   |
| Gordon E. Terry       | 44C | 25.7 | January 1, 1989   |
| Andreas C. Tielemans  | 4B  | 26.0 | December 1, 1988  |
| John O. Thomas        | 77  | 36.3 | January 1, 1989   |
| Hessel Tot            | 27  | 30.1 | November 1, 1988  |
| Mato Turudic          | 61  | 24.0 | October 1, 1988   |
| Michael T. VandeGraft | 64  | 28.0 | January 1, 1989   |
| Jacob VanderVeer      | 45  | 27.1 | January 1, 1989   |
| James C. VanSchagen   | 53B | 35.1 | December 1, 1988  |
| Martin Wagner         | 33  | 35.8 | November 1, 1988  |
| Samuel J. Walker      | 78  | 39.8 | January 1, 1989   |
| Henri J. Wehrens      | 17  | 30.4 | December 1, 1988  |
| Paul R. Wellman       | 45  | 30.6 | December 1, 1988  |
| John G. Whyte         | 77  | 32.8 | January 1, 1989   |
| David G. Wilson       | 4C  | 27.7 | July 1, 1988      |
| Peter Wilson          | 78  | 44.9 | January 1, 1989   |
| William R. Wingrove   | 88  | 40.3 | January 1, 1989   |
| Allan Wood            | 50  | 42.1 | December 1, 1988  |
| Manson A. Woods       | 77  | 36.1 | January 1, 1989   |
| Josef Zaluski         | 199 | 37.1 | December 1, 1988  |

## Sinclair's Corner

While the system we use to handle employee requests for used Company vehicles has been in place for several years, we have recently initiated some improvements to the system, which should be of interest to employees.

The present system sequences employee applications for used Company vehicles as they are received, on a first come first served basis and then compiles them on a list.

To allow employees the opportunity to plan the timing of the purchase of a used Company vehicle, the specific month in which delivery of a vehicle is required, may now be specified on the application form.

While it is not always possible to meet the delivery month requested due to vehicle availability, this method avoids unnecessary calls to employees months ahead of their actual needs i.e. call in January for a vehicle required in August.

While this method is effective it has proven confusing to some employees with respect to changes in their relative position on the list.

Each month the system sequences each application based on the date of receipt and then matches these applica-

tions to vehicle availability. Should delivery not be realized in the month desired, that application is then sequenced with applications for delivery in the next month. The system always recognizes chronological sequence, so that an employee's application could receive a lower relative position in subsequent months. For example:

| Date Application         | Month Required |
|--------------------------|----------------|
| Employee A Sept. 3, 1988 | Apr. 1989      |
| Employee B Oct. 3, 1988  | Mar. 1989      |

The system would list employee 'B' for March requested delivery and attempt to match the application to vehicle availability. Should this not occur in March, employee 'B' would be sequenced in the next month where employee 'A' would earn first call of vehicle availability in April.

This method allows the employee vehicle centre staff to provide a reasonable estimate as to when an employee may expect delivery of a requested vehicle, provided vehicle availability exceeds vehicle requests in a given month.

Unfortunately our current computer system does not allow us to forecast a delivery date, beyond the current month, in situations where monthly requests exceed vehicle availability during that month.

We are working to improve the system to comprehend relative positioning of all employee applications, for specific carlines, including the delivery month required. We expect to have this modification in operation shortly to provide a more accurate estimate of when used vehicle delivery to employees can be expected.

We believe these system improvements will assist employees in planning their used vehicle purchases.

F.R. Curd Jr.  
Vice President and  
General Director of Personnel

John Kovacs and I are both pleased with this procedure, and feel our members will be treated equally in the future. If anyone has a complaint with this procedure, please let us know so, if there is a problem, we can try and have it fixed for you.

### NEW UNION HALL

Everything is going along fairly well. I couldn't believe the red tape we had to go through, but that is the system and we can't change it or speed it up. Lloyd Clarke will, in his article, try and keep you, the membership, informed on the progress of our new Union Hall.

MAILING LIST

#M00197, Public Library,  
Oshawa Public Library,  
65 Bagot St.,  
Oshawa, Ont., L1H 1N2.





## SUB Report

By JOHN KOVACS and JERRY SMITH  
SUB Representatives

Once more we want to remind any of you who are out on extended layoff because of placement, incapable to work, or just low seniority employees waiting to be recalled, please get in touch with us, either Jerry or John, because U.I. will stop sending you reporting cards after the 4th of February, 1989. You will either have to file another UIC claim, or the Returned to Work date has to be removed.

If you are one of those 60 people who were laid off from the North Plant, your RTW date was changed to March 20th, 1989, and you do not have to get back to us.

### SHORT WORK WEEK HOURS

The Truck Plant and both car Assembly Plants have been hit with a Short Hours situation, and we would like to advise you what steps you should take if you did not receive proper payments for the short hours.

First, discuss it with your Foreman. In most cases, a simple mistake in time sheet coding will cut off your SWW benefits.

Your Supervisor will have to complete a blue G-62 form, and that form has to be in the SUB Office no later than completion of the shift the following Monday, in order that you be adjusted in the same week.

Your Short Work Week hourly rate is calculated as follows:  
80% of your base hourly rate including cost-of-living.  
Example: Assembler — rate \$15.85 + 0.68 Cola.

Total — \$16.53. 80% of \$16.53 equals \$13.22.

You should receive that for each hour you missed.

As we are on the subject of Short Work Week Benefits, we received the latest report from our National Office, and would like to relay these figures to you, so you can see how rapidly our SUB fund can deflate when you have both car Assembly Plants on a layoff.

As you know, week ending January 8, 1989, most of the employees were eligible to receive 8 hours Christmas Holiday Pay and 32 Hours SWW Payment.

A total of 5175 employees were involved, for a total of 131 thousand 789 hours.

The total amount of SWW payment for this one week period, came to 1. million 774 thousand, 182 dollars and .08 cents. A very considerable amount of money.

Because our SUB Fund level is below the 26 million dollars mark, your SUB credit deduction for each weekly payment received is as follows:

10 years and over are 1.0 credit.

Between 5-10 years is 1.43 credit.

Between 1-5 years is 1.67 credit.

As slowly everybody is coming back to work, we can build our SUB fund back, as long as we do not get hit with another major layoff.

### THE NEW 1989 FEDERAL TAX CREDITS

Your new 1989 Tax exemption will be as follows:

These are the figures you will have to use in case you are in any type of layoff

after January 1st, 1989.

Self — \$6,066.00: Spouse — \$5,055.00  
Child under 18 up to 2 children — \$392.00

Child under 18 after the first two — (third, fourth etc.) \$784.00 for each one.

As you can see, there is very little change in Tax credits between 1988 and 1989.

If you have any questions on Tax credits concerning your SUB application, please don't hesitate to contact us.

### CALLS ARE HEAVY

Slowly everybody is coming back to work. We ask you to have patience with us, as we are receiving a fair number of calls every day. These calls are from the Truck Plant to Car Assembly to the North Plant Fabrication Section.

Everybody who puts the call in through his or her supervisor, will be looked after. We just want to let you know that we are very busy.

### A MESSAGE

We would like to convey a message to the eleven Brothers who wrote about stress in the prior issue of the Oshaworker.

"Because the only cure for stress in death, we should try to understand this force that is always within us. To cope with it and turn it to our advantage, we must think of others as well as ourselves..."

### CLOSING THOUGHTS

He who loses wealth loses much. He who loses a friend loses more. But he who loses his courage, loses all!



## Car Plant Chairperson's Report

By DON THOMPSON

As of January 23rd, 1989, the balance of the brothers and sisters will have returned to work in the Car Plants. I would like to take the opportunity to welcome everyone back.



I am sure it is going to take some time to learn the jobs, along with getting back into the swing of things. If you have any questions or problems do not hesitate in calling your committeeman. It is important to correct any problems early in the start-up.

### LUMINA

The first Chev. Lumina was launched on Jan. 10/89. Management kicked this off with a presentation in Plant One Chassis. The theme of this presentation was to thank everyone who participated in the pilot build of the new Lumina, along with of course, how quality would play an important part in the sales of this car.

I pointed out at this presentation that as long as management provided the proper training, the tools and most of all the time to do our jobs, every car leaving the plant would have the quality built in. The rest of the projected success story of this car would be left up to G.M.'s Sales Department.

I have been told by the Company that they already have 430,000 orders for the Lumina over the next 18 months. This points to the Car Plants becoming very busy as both Plant One and Plant Two

are capable of building the Chev. Lumina.

### VACATION PAY

We have been getting a lot of questions on this issue. There are numerous different scenarios throughout the plants on what would generate the top up of the 1000 hour requirement for receiving full vacation pay. In order to qualify for this top up, you have to work all scheduled hours made available. You will not be disadvantaged because of short hours.

### PAINT SHOP BRIDGE

At a meeting held on January 20th, 1989, with Management, myself along with district committeeman Dan Gallagher and Steve Drinkwater discussed the ongoing issue of extending the bridge from the Paint Shops, over Stevenson's Road to the parking lots. Walking to and from work across this road has been a potential safety hazard for a long period of time. At this meeting we were informed there is a good chance of announcing this extension in early spring, it seems the money has been made available.

### ELECTIONS

Elections will be held in plant on Feb. 27/89 for the positions of Plant chair person, Area Chairpersons, District committeepersons, along with the Benefit and pension Reps.

Nominations will be open at the Union Hall from Jan. 16th/89 until 10:00 a.m., Mon., Feb. 6th/89. A run-off election, if necessary, will be held on March 13th, 1989.

I will be standing for the position I now hold as car Plant chairperson and would appreciate your continued support.

## The Ultimate Cooperation

By GEORGE KNOTT  
District 11, Truck Plant

In November 1982, Ford Motor corporation gave six months notice that it would close its Milpitas, California assembly plant. Up to 2,400 hourly and

salaried workers with up to 37 years seniority would lose their jobs. They had voted heavily for 82 contract concessions and an extensive Employee Involvement Program. The Plant Chairperson (Stan Jones) admitted some people wanted to fight the closing because they had been totally

ally betrayed. Thanks to employee involvement though we developed trust and must work for Corporate goals. The ongoing process of information sharing convinced people of the reasonableness of management's decision to close the plant.

The employee Involvement Program was extensive. The entire plant shut down 1/2 hour every week for circle meetings. According to Plant Management, these circles generated thousands of useful suggestions. Management credited the circles with reducing costs. The peer pressure in the circles reduced absenteeism by 50%.

During these last six months, the plant had the highest Quality ratings of Ford Plants. The cooperative atmosphere saved the Company money in closing the Plant. The retraining program was cost effective as money was saved by keeping workers off Worker's Comp.

Quality of Work Life programs and "jointness" have become powerful strategies in Concessions and Job elimination. Continuing to shift Union Leadership thinking to a Joint problem solving process is very advantageous to Corporate Goals. Securing Union help in reducing Benefits, Wages, and Holiday pays are bonuses. Union help in outsourcing jobs is a joint effort. Eventually, it is hoped 3 year agreements can be removed in favour of "Living Agreements".

Living Agreements will be a problem solving process. Union support for Continuous Improvement will continually speed up, overload, and eliminate jobs. Union leadership must cooperate, Trust the corporation, and Respect the Dignity of Management. Eventually Union leadership can refine their efforts to continually improve their Dignity, cooperation, respect, and trust of corporate goals. Just ask yourself one question, how far off is a Company Union when an agreement has been signed jointly continually improve?

Even when corporations are posting huge profits and bonuses for top Executives, employee involvement programs take away the focus. Thus Concessions can be continually sought as long as Corporate competitiveness or better yet quality obscures the real goals. Threats of

Continued on page 11

## Battery Aluminum Rad & S. Stamping

By JACK VERNON  
District Committeeman

In May of 1988, every employee received a newsletter from the office of President and General Manager of General Motors Mr. George Peapples. He talks in the first paragraph about our competitive environment and the many steps G.M. of Canada is taking to ensure a secure and prosperous future for the Company and in turn for our families and that the need to work



together to become more effective is greater now than ever before (good stuff).

In the second paragraph, he talks about customer's demands and expectations with the last sentence being "WE will do this in an environment which endorses the principals of support and RESPECT FOR PEOPLE."

The week of January 16th, 1989, I spent considerable time everyday in the new Stamping complex, dealing mostly with people problems, caused by the total lack of communication on the part of management, not only to the Union but more so among themselves. After a lengthy meeting on Thursday, January 19th, we figured all problems were put to bed. On Friday, January 20th, Dave Sitaram and myself went in to inform the people of the resolve to some of their problems. We were approached by area manager Eric Mudd, who seemed very sympathetic to our problems and set up a meeting with the Committeemen to keep these lines of communication open.

We then had a meeting with the other area manager who openly stated that he was running the Stamping Plant. There is no such thing as a preferred job in the plant and that he would place anybody he wanted anywhere he wanted at any-time regardless of seniority. I don't think Mr. Peapples meant this kind of respect for people, and they all wonder why this facility can't get off the group.

Space being limited, I will have a update on the rad, battery and tri-link in the next issue.

### A CURSORY QUIZ FOR THE VISUALLY ILLITERATE

If you are one of the more fortunate people who can afford a new vehicle at today's prices, you must be able to read the new symbols or idiot lights on your dash when you insert the key and are preparing to drive off. Can you survive the new automobile? Take the test below and find out, there is no time limit, but if you were driving, you would have about a quarter of a second to get it right. (Try it on your wife!)

### WHAT DOES IT MEAN WHEN THESE LIGHTS GO ON?

- a. Put on your earmuffs.  
b. R2D2 wants to meet you.  
c. A door is open. Take passenger recount.
- a. Aladdin just got sick in the back seat.  
b. You have sweaty jogging shoes.  
c. Oil pressure low. Add some or replace engine.
- a. There's a squid in the dashboard.  
b. Someone just fired a bullet on your left.  
c. Your high beam is blinding everyone on the highway.
- a. Oh-oh. The squids are multiplying.  
b. And now the bullets are coming from the right.  
c. One or more rear light bulbs are out. Ignore it. Surprise the driver behind you.
- a. One of Columbus's three ships has landed.  
b. There is a knife in your back.  
c. Hook up your seat belt. But first take out the knife.
- a. Check for floor mat fumes.  
b. Time to play the autoharp.  
c. Rear widow being defogged.
- a. Call Civil Defence.  
b. You are nearing the Pyramids.  
c. Hazard warning flasher. Also use as a temporary flaring light.
- a. Your umbrella is broken.  
b. Soon your car will spring a leak.  
c. No, it's not a cloudy day. Your windshield washer is out of fluid.
- a. Your car is separating down the middle.  
b. Radar on target — missile ready to fire.  
c. Turn signal/hazard indicator light. (Pick one).

- a. Your pocket calculator is broken.  
b. Take a math course immediately.  
c. Your car battery is run down. Run down and get it replaced.
- a. You forgot to pay at the last gas station.  
b. You soon will be billed for a broken slot machine.  
c. You are nearly out of gas. Two more molecules and you'll be stuck.
- a. Opens service station restrooms without a key.  
b. You're out of gas — push.  
c. Gas cap lock. Push this lever or you'll never see your gas cap again.
- a. Snake in car.  
b. Retractable coat hanger.  
c. Inside air circulation. Now the diesel fumes from the truck ahead of you can reach your back seat passengers, too.

### THE FOLLOWING PICTURES DON'T EVEN LIGHT UP. FIGURE THE OUT

Answers: The correct answer to every question is C. Here's how to score the test.

13 points. Obviously, you manufacture automobiles. This test wasn't meant for you.

10 to 12 points. You are a manufacturer of automobiles in the early stages of a serious memory disorder.

1 to 9 points. You are playing Russian Roulette with your new car. You will be sorry the first time you signal a lane change at 60 mph and the hood pops up instead.

0 points. You are a literate, intelligent, urbane and sophisticated person. Hire a chauffeur before you kill yourself.





# FAB Plant Update

By WAYNE MURPHY  
District 9 Committeeperson

I would like to welcome back everyone from the holiday along with everyone involved in the temporary downtime. In most cases employees involved in the downtime were notified of an extension of the lay-off from January 3, 1989 to January 16, 1989 which appears to have been good news for most involved. All reports indicate everyone's UIC and SUB

benefits came regular and on time. The vacation pay in some cases was confused with the normal advancement of your last week of pay if you worked before Christmas. This Holiday Pay was received on January 6, 1989 if you returned on January 3, 1989. But in most cases January 13, for those who returned on January 16, which was the return date of most.

Jerry Smith and John Kovacs our SUB Representatives have been on hand once again to assure everything continues to run smoothly for small numbers of people in Depts. 31 and 52 who returned to lay-off and will be recalled as required and the two weeks Dept. 7 Clusters is down January 23 and January 30, 1989. The Stamping Plant Dept. 11 still has people out and have slowly started to recall them as required. We highlighted the fact all lay-offs were only a temporary condition and a result of the Car Plant's model changes. This

undoubtedly was one of the main reasons everyone involved in the recent lay-offs were more than contented with the way things went and the time they had off. Leaving with the reassurance and knowledge they all would return to the respective areas and departments.

Once again I will comment on the atmosphere of the plant and how very good it is mainly due to the positive indications of not only a good year ahead, but a good future for work in our overall Fabrication Plant.

The multi colour work for the Plastics Department is almost in place. The senior people in the department who chose to be part of this new Plastic operation have had extensive training in the set up of the machines (three in all which will eventually become a three-shift operation). Our Service Depts. of 45, 48, 15 and 52 will maintain the areas in each of their respective roles. This was a very important concern to us all. Hopefully by the time of printing our concerns will have been addressed thus avoiding the use of the Grievance Procedure, which can be a long process at times. All problems and issues should be resolved before the introduction of the new seniority groups and jobs under Para. 64 and 98 of the Master Agreement. Countless hours and meetings took place in these areas with the Committeeperson representing the area having full participation, input and approval.

In closing, if there are any concerns or anyone is unclear as to what is taking place in their department or job please relay the questions to John Lewis, Area Chairperson and myself directly or through your Committeeperson. **We value your opinions.**



## Teams and the Law

By RON McLACHLAN and BILL HART



Although most of this article deals with American Labour Law, the issues discussed are indeed relevant to all workers.

Labour-management cooperation and work teams were originally discredited when the National Labour Relations Act was passed. The law conceived the interests of workers and management as being fundamentally different and opposed. They did not dream that management would revive teams or even worse, that Unions would endorse them.

A Team is a Quality Circle with a twist. They are formed to brain-storm productivity schemes for corporate benefit. They also deal and bargain against their own bargaining rights! The teams are dominated and influenced by management to bypass negotiated rights. Some contracts enable the Company to harass them when things aren't going well. At Nummi for example, the Union agreed that they and employees would seek continuous improvement. If someone is perceived as not doing it, such as saving time doing a job and not telling your supervisor, it can result in discipline or discharge. Threat of plant closure or lost production is a common reason for accepting Teams.

Cooperation sounds nice. If Unions did get actual Co Equal power, they could be sued. If a Union failed in assuring a safe workplace, withheld vital in-

formation, or designed an unsafe job, they could be sued.

Without a Union, traditional Labour Board rulings hold that teams are illegal. In most cases they are not just work teams as employees are told. They are Business Teams. As such they affect Unions. They are therefore tiny labour organizations in these new business teams. A Company is forbidden by labour law to dominate any labour organization. They cannot fund or choose its officers. Labour and Managements' interests are "inherently adverse". **Illegal teams must be disestablished if they are challenged.**

The legality in a Unionized plant is different. If a Union agrees to it, it is supposedly a free choice. **A Company may not establish it unilaterally because it would undercut the Union's ability to function. If a Union accepts team concept, it only stays as long as the Union allows it.**

**Members must be allowed to vote on it.** If a contract gets ratified and omits mention of a particular past practice, even if reinstated by agreement it must still be ratified.

If a Team Concept is to remain legal, it must in practice have real input from the Union in its official capacity. If not, the Union has abandoned its bargaining and grieving responsibilities to teams. This would make them similar to non-Union teams. The Teams could then be legally disestablished as being illegally dominated labour organizations because they are also Business Teams. **The Union could be totally liable for misrepresentation.**

Team Leaders could be held to be as supervisors and in some cases be excluded from bargaining rights, such as per diem occasions and duties. Or, if team leaders are appointed and feel responsible to management rather than the team. If a case arose where a Union Officer was found to be a supervisor by virtue of being a team leader, the Company could ask the National Labour Relations Board to **decertify the Union.** If the Union Officials were accepting Company trips, etc., the same reasoning would apply. Union and Company had become one.

If a team member gets fellow team

members to join for real improvements in working conditions and was harassed, the retaliation would be illegal.

An International or National Union that encourages its members or Locals to compete against each other such as deciding a plant survives only if it accepts team concept is illegal. National and International Unions are not supposed to be about creating winners and losers. The Union's obligation and that of its leaders is to represent **all** workers and Locals together. There will be elections for the Local Bargaining Committee this spring.

### HERE'S ONE

A father decided to test his son's prospects. So he hid after he had a Bible, some money and a bottle of whisky where his son could see them when he got home.

The father thought, if he takes the Bible he will be a preacher, if he takes the money he will be a businessman and if he takes the whisky he will be no good.

In walks the son and pockets the money, drinks the whisky, puts the Bible under his arm and walks out whistling. "My gracious," exclaimed the father, "he will be an auto plant manager!"



## Zone 35

By DAVE SITARAM  
Committeeperson in Zone 35

I hope everyone had a Merry Christmas and is looking forward to a good 1989. 1988 brought us some negative aspects that relates to our daily lives.

The Free Trade Agreement is now in place. The majority of Canadians voted in favour of going ahead with this agreement, we must live with it, but we must continue to lobby so this agreement will work in the best interest of all Canadians.

In '88 we had huge lay-offs, some of our Brothers and Sisters are still on the streets today. Hopefully they will be recalled shortly, and all indications point in that direction. With both car plants gearing up for full production in '89, we have to be optimistic, and hopefully this would mean an increase in our workforce.

New technology plus outsourcing to non-union shops, foreign countries, such as Mexico will be a constant problem for our jobs in Oshawa. GM, like other multi-nationals, is in the business of making money, not creating jobs, contrary to what they might lead you to believe. GM will build their cars where they can make the most returns on their investment.

I would personally like to thank all the Brothers and Sisters who helped and donated ball equipment for the Dominican Republic. I was down in the Dominican for one week in December to personally distribute the equipment to the kids in this poverty-stricken country. The whole drive went beyond my wildest expectations and I considered it to be a great success. Honourable mention should go to Worldway Airline who flew the equipment for the minimum charge of \$45.00, saving me hundreds of dollars in transportation.

The membership of this local can be very proud of what they have done for the children in the Dominican Republic, if smiles on children's faces can be counted in dollars and cents, then we are all much richer after this drive.

We as a Union, must play an active role in our community, our nation and international matters helping our Brothers and Sisters anywhere.

**Point:** "You don't need a visa to be a labourer." too often the trade union movement is painted with a negative image, our opponents say all the Union does is put companies out of business with their wage demands, put their people out on strike. This is very misleading. The Company puts you on the picketline not the Union.

In a majority of cases they close their operations in one city only to open up again in another city where they can pay the workers at a vastly reduced rate all in the name of profits.

One only has to take a look at our own Union and see the contributions we all make when it comes to helping the less fortunate. Brothers and Sisters of Local 222 have always responded generously.

Once again Brothers and Sisters, from all the kids in the Dominican Republic, thanks.



Secretaria de Estado de Deporte Educacion Fisica y Recreacion

January 16, 1989

Mr. David Sitaram  
Committee Person  
CAW - TCA Local 22  
654 Radisson Avenue  
Oshawa, Ontario  
L1J 1X8

Dear Dave:

On behalf of the Hon. Temistocles Metz, Minister of Sport, Physical Education and Recreation of the Dominican Republic and Rafael Ricardo Rodriguez, Director for the Northern Region, I would like to thank you and Local 22 of the CAW - TCA most sincerely for your extremely generous donation of baseball equipment.

As you know, Dominicans are the world's biggest baseball fans; what many young players lack in financial resources they make up for in enthusiasm and dedication to the sport. Thanks to your contribution, 18 leagues in the Northern Region now have the benefit of fine equipment to put that enthusiasm and dedication to good use. Who knows, your donation may even pave the way for the George Bell or Tony Fernandez of the future!

Most Canadians come to our country seeking sunshine, but your donation has brought a warm ray of Canadian sunshine to the Dominican Republic. On behalf of my Ministry, and especially on behalf of the many youngsters who directly benefit, I would like to express our gratitude for your generosity.

Sincerely,

*Juan Antonio Sanchez*  
Juan Antonio Sanchez  
Representative for Canada  
Dominican Ministry of Sport,  
Physical Education and Recreation

JAS:mards  
Encls.

c.c. Hon. Temistocles Metz  
Minister  
Mr. Rodriguez  
Director, Northern Region

## FAB News

By JOHN LEWIS  
Area Chairman

Welcome back from your vacation and/or recent lay-offs. Every indication shows everything went well with UIC and SUB benefits along with the holiday

pay for most of those who were off. Jerry Smith and John Kovacs did a tremendous job for our people in the plant along with the Service Representatives at our Local Union Hall. I reported in my last article on the brief breakdown of the grievance procedure that I would try to indicate when the 4th step appeals would be heard. Unfortunately our National Union Representative Pat Clancy has given us no indications when he will be in to address ours and your concerns with these grievances. Overall most grievances are settled with our steps of the procedure, fortunately.

We have accomplished a lot over the past few years for all of us who work in the Fabrication Plants, we thank you, the membership, for your strong support in the difficult times of uncertainty and most importantly the times when we proved to the Company that our people would not take a back seat or become victims of change due to management whims and new ideas.

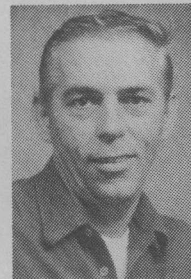
Our Committee became stronger and worked closer together to make this happen. Valuable experience from your Districts and Committeemen who have been in these positions for several years assisted the newer part of the Committee in making this happen. They've seen the ups and downs of the Fabrication Plants and learned from these experiences, but it will still continue to be a direct challenge to all of us and the importance of working together has never been greater.

Over the past year, we have seen a lot of our senior people move on heading into retirement. This definitely opened the door for other people to move into more desirable jobs and work within our plants. The competitive edge of the Fabrication work will always be there and it is our job to continue to assure that we have the work and continue to grow.

I have informed management that although Districts 8 and 9 Working Condition Letters from '87 negotiations are there that the continuous ongoing concerns that may come about have to and will be addressed. We have had no difficulty to date with any but made it clear we do not intend to have this system change.

It is important, in order for us to keep on top of things that we hear from you, the people in the plant, of any irregularities or questions and/or benefit concerns.

If you have any questions, don't hesitate to contact us.





# SWAP COLUMN

NEXT ISSUE: FEBRUARY 16, 1989

DEADLINE FOR NEWS AND ADS: FEBRUARY 3, 1989 AT 4:00 P.M.

### FOR SALE

COLONIAL STYLE couch and chair, cream/rust/brown. Swivel rocker. All excellent condition. \$600 for everything. One-step carseat. Infant to toddler, \$40. Call: 579-4452

1983 CAVALIER CS, 2-door, excellent condition. 28,000 km. Lady driven, must be seen. Men's skis and boots, size 9. Good condition. Call: 723-6482

'86 GMC S-15 JIMMY, 30,000 km. Loaded all but AC and cruise. Best offer. Call: 433-3821

AQUARIUMS. TWO brand new 35-gallon. Each 36" x 18" x 12". Never used. \$25 each. Call: 576-9656

1977 FORD F-100 WITH cap. New engine, brakes and paint. Winter tires and rims. Call: 723-7574

1982 TRANS AM, loaded, 305, V-8, mileage 110,000 km. Best offer. Call: 571-1373

26" RCA XL100 SOLID state TV, cable ready, floor model, excellent condition. Call: 725-1409

FLORALIGHT INDOOR light garden, 65" x 50" x 20". 3-tiers, 6 molded plastic trays, 6 fluorescent tubes and power pak. Grow your own garden plants indoors. \$375. Call: 623-7505

1987 SKI-DOO, 377 Safari with handle bar warmers. Low mileage. Excellent condition. Call: 579-3644

TECHNICS SL-B2 TURNTABLE Servo automatic, like new. \$75. Nikko tape deck, broken pause key, \$25. Soft Rock LPs, \$3.00. Call: 728-7680

SINGER SEWING machine, cabinet and storage seat. \$100. Call: Lynn at 579-8730 9:00 a.m. to 5:00 p.m.

MEN'S 21" ALL-TERRAIN 18-speed bicycle, \$85. Call 571-1097.

FITZWRIGHT DRYSUIT, A-1 condition, knee pads, Lycra, bag, \$600. Toshiba full size microwave, A-1 condition, \$200. Call: 576-1440.

BABY SETS, NEW, \$15 each. Child's cardigans, new, \$15 each. Lawn ornaments all kinds, \$13 each. Call: 725-9390

ONE BEDROOM Mobile Home 12 x 54 with Florida Room 10 x 16, completely furnished, excellent condition. 5-star adult park, Largo Florida, West Coast just north of St. Petersburg, asking \$13,000 U.S. Call: 1-813-581-8232

2 WATERBEDS, 1 KING and 1 Queen. 4-poster. Pine caps with Queen. \$200 each. Call: 576-1440

VINTAGE FORD, complete, 1966 289 cu. inch engine. \$125. Phone wagon. Call: 655-3653 days from 8 a.m. to 5 p.m.

HEAVY-DUTY BOX trailer, 4 x 8. Fairfax vacuum cleaner, good condition. Call: 1-983-9431

"CRATE" BASS amp. Two 15" speakers, 150 watts. Excellent condition. Asking \$900 or best offer. Call: 576-4022

"BEAVER" NEW aluminum and glass sliding bathtub doors and hardware. Never used. \$99 firm. Call: 723-2738

ORGAN. 8-TRACK cassette stereo radio/record player. Toy chesterfield, chairs. Sewing machine. Large oven, records, crock pot and much more. Call: 725-7901

1967 CHEVELLE PARTS. 2-door. Doors, hood, trunk lid, dash pad, front end. Lots of parts. Call: Ron at 987-4864. Leave message.

EARTHLOVES COMFORTER & shams, \$25, double size. Blue comforter and shams, \$30, double. Tri-light table/lamp combined, \$40. Golf cart/club bag, \$20. Call: 723-6030 after 4 p.m.

3-PIECE WALL UNIT, glass and brass and mirrored doors, \$350. Glass and brass dining room table set, \$300. Call: 427-2783

2+1 BEDROOM BRICK bungalow, private drive, completely new interior. Ritson and Eulalie area. \$135,000. Call: 725-2456

4xGR-15 INCH WWTIRES. 90% wear left on them. Like new. Mounted on GM rims. \$150 or best offer. Call: 623-7044

TUBULAR ROOF rack, \$15. Wall mounted gun rack w/drawer, \$25. Receiver, AM cassette deck, turntable, \$250. Call: 576-9563

KITCHEN TABLE and 5 chairs, ideal for cottage, \$25. Coverall, winter lined, size 44 Tall, \$30. Call: 723-1340

1988 GMC 4 x 4, 30,000 km., two-tone, heavy package, \$15,500. Call: 416-986-5529

'88 BLAZER, 2 WD, TAHOE option package, fully loaded, 4.3 L with 4-speed over-drive, auto, \$17,500 or best offer. Under warranty. Call: 623-2260

3 PONTIAC FIREBIRD black wheel discs. Best offer. Call: 1-705-799-6331

DORAL 22 TARA, 1987, Mercruiser, 205 horsepower, 95 hours, mint condition. Must be seen to be appreciated. \$31,500. Call: 1-705-743-6007

1974 CHEV, GOOD 350 engine, low mileage, on radial tires, good for parts. Asking \$300. Call: 985-9573 Shift 2

YORK 2001 WEIGHT machine, like new, \$200. Call: 623-9342

68-72 EL CAMINO DOORS, tailgate, fender, chrome trim, rust-free southern parts. Call: 705-277-3612

NEW WOOL blankets. King size, Queen and Double. Luggage, new and used. Call: 723-3339

PLAIN LETTER size envelopes, 500 in box, \$10 a box. Approximately 40 boxes. Call: 434-8637

VARIETY USED DISHES. Ladies' size 12, pants, sweaters. Plush bath sets. Stereo 2-speakers, record player. Call: 725-5306

'82 CHEVETTE, excellent condition. New and used car batteries. Assorted gas tanks. Body parts for Pontiac '80 wagon, '80 Monza RH door. Call: 725-7249

'81 HONDA CIVIC RH fender and doors. '80 Monza bucket seats. '78 Acadian windshield. Cargo coil springs '80 Pontiac, brake rotor disks. Call: 725-7249

PUPPIES. OLD ENGLISH sheep dog and lab to good home. Ladies' size 6 skates, like new. Call: Hampton 263-2709

24" x 48" SKYLIGHT, NEW, \$125. Also 10' x 4" x 4" pressure-treated fence posts. Call: 623-4844

GLASS DOORS FOR fireplace. Paid \$225. Asking \$125. Call: 434-8222

REESE TRAILER hitch off 1981 Olds. All wiring, electric control switch box, transmission cooler. Also smaller utility hitch. \$150 for all or best offer. Call: 579-9208

1988 SUNBIRD GT. 7 months old. Black with sunroof. W/L tires, luggage rack, deluxe interior, AM-FM cassette plus more. \$13,000. Call: 728-0307

1 SET GREEN drapes, 96" x 17", \$100. 80 CC Honda dirt bike, \$500. Call: 723-8038

PUNCH PRESS, 20-ton, good condition. Approximately 15" x 18" bolsters. Call: 728-4459 before 9 a.m.

1980 MALIBU 2-DOOR hardtop, power steering and brakes, radial tires, good quality stereo system. Asking \$2000 or best offer. Call: 623-1620

TRAILER, 2-BED Ski-doo trailer, new, 13-inch tires. Call: Bowmanville 623-5420

GOLD SECTIONAL chesterfield with Lazy Susan corner section, good condition, \$150. Lowrey Genie floor model organ, multi-instrument keyboard, \$450. Call: 666-4975

LIKE NEW. BUFFET, hutch, dining room table (no chairs). Asking \$1000 or best offer. Call: Newcastle 987-5751

1984 CHEV TRUCK, S-10, 6-cylinder automatic, long box, sliding window, box liner, AM-FM cassette, radio. Good condition. Call: 434-7538

POLE LAMP AND two matching table lamps. Each has 8 prisms, stands 30" high, are in very good condition. Cost \$200. Asking \$75 or best offer. Call: 579-9208

DINING ROOM suite, walnut, 8-pieces, table size 58" x 45", ext. to 72". Seats 8-10. 6 chairs, hutch, 61" x 40", stand-up style. Made in 30's. \$1800. Call: 723-3620

1980 GRAND PRIX, PS, PB, good tires, black with red interior, chrome rims. New shocks, rust-checked. \$4000 certified. Call: 723-3943

FUR JACKET. Muskrat, size 14-16. Like new. \$275. Call: 576-0181

1980 F-150 PICKUP, 109,000 km. Good shape, 302 V-8 automatic, PS, PB. Call: Dave 728-3309

1979 ACADIAN. NEW BATTERY, tires, exhaust system. As is. \$800. Call: 723-7119

1985 JIMMY. Excellent condition. Call: 1-705-749-0838

LOVELY 2-BEDROOM mobile home in 5-star adult park between Largo and St. Pete. Age 55+. Small pet allowed. Many extras. Price \$14,900 U.S. or best offer. Call: 723-4037 after 3:30 p.m.

1982 PONTIAC GRAND PRIX LJ, all power, air, buckets, oversize radials, AM-FM cassette. Excellent condition, A-1 interior. Runs good. Asking \$3500 certified. \$3300 as is. Call: 723-6790

1981 HONDA CIVIC, hatchback. Runs well. Original owner. Asking \$750 or best offer. Call: 725-2258

POODLE PUPPIES. Black miniature pups, non-shedding, non-allergic. Ready now or hold till Valentine's Day. \$175. Not registered. Call: Bowmanville 623-3095

COMMODORE COMPUTER, PC10-III, IBM compatible. Logitech Mouse. Epson printer. Dual disk drive. One year old. \$1450. Call: 433-8869

53 SCENIC ACRES, new cabin, 12 x 20, high and dry, 800-ft. frontage on Hwy. 121, Haliburton, internal road. Possible severance. \$49,900. Call: 723-7021

ARIZONA. BUILDING LOT in Havasu City. Fully serviced. \$9200. Call: 728-9041

1979 MONZA FOR parts or as is. Excellent engine and transmission. 1 Acell Super coil, 4-barrel, GM cast intake non-EGR. Call: 725-7249

1975 CHEVELLE. EXCELLENT winter car. Needs body work to certify. As is \$500. Call: 434-1689 or leave message.

1980 CAMARO Z-28, original body, paint, stored winters, oil sprayed yearly, second owner, AM-FM cassette, factory rims, certified. Call: 725-7249

4-BEDROOM SEMI, finished rec room, bar, new carpet, new floor in kitchen, 2 km. from General Motors, Gate 25. \$145,000. Call: 728-3309

1987 CAVALIER Z-24, red, grey interior, low mileage, certified. Antique 9-piece solid oak dining room suite, both excellent condition. Call: 728-5070

DELUXE FRIGIDAIRE dryer, \$100. Pair men's new Bauer skates, size 12, \$30. One oval bathroom sink, plus top, white, \$10. Call: 723-3724

'73 MONTE CARLO. Runs good, needs TLC. Rally rims, Uniroyal tires, many new parts. \$875 or best offer as is. Call: 434-7262 Shift 2

DINETTE SET. Maple, 5-pieces. A-1 condition. \$200. Call: 623-6081

FLOOR MODEL stereo, RCA. Excellent. \$75. Single bed, complete, \$65. Occasional chair, beige, as new, \$35. Call: 728-0816

1988 OLDS CUTLASS CIERA, International series. 2-door coupe. Fully loaded, 17,000 km. Best offer. Call: Bus: 644-7659 or Home: 579-8370

WHITE FIBREGLASS Supercap, 1988, sliding rear window, roof rack, Fits S-10 or S-15 longbox pickup. Paid \$895. Asking \$650. Also Gaucho seatcovers, \$35. Call: 723-6479

EXCELLENT BRICK bungalow in Peterborough with basement apartment. Presently rented. For investment or live-in. Call: 576-0751

1965 BUICK SKYLARK. 1970 Olds Delta 88. Pair 14" radial tires. Stereo equipment. Lowepro backpack. Call: 723-1340

80 HP MERCURY with controls. Best offer. Call: 728-8284

SNOWMOBILE, 1978 ARCTIC Cat Jag 2000. Handlebar warmers. Speedometer, cover. \$1100. Homelite XL 76 Chain Saw, 16" bar, \$200. Call: 728-3646

100,000 BTU GAS OR propane furnace. Used for one winter. \$1300 new. Asking \$650 or best offer. Call: 725-1448

200 AMP SERVICE, \$325. Box, breakers, meter base, motorcycle windshield. Call: 579-3538 after 4 p.m.

HUMIDIFIER, GENERAL ELECTRIC, \$60. Electrolux vacuum with new motor, all attachments, \$100. Both in excellent condition. Call: 579-1945

LUMBER. 2" x 4"; 2" x 6"; 2" x 8" sheeting. Oak, birch and pine beams. Galvanized sheeting. Call: 668-8960

MERCURY OUTBOARD, 1976, 85 HP, tilt and trim, controls, two props, new cables. \$950 or best offer. Call: 985-4376

3-LIGHT POLE LAMP, chrome and brown, \$25. Excellent condition. Bathroom spacesaver with 3 cupboards, white and chrome. Like new. \$35. Call: 723-2189

# THE OSHAWORKER

Published bi-monthly by Local 222 of the National Automobile, Aerospace and Agricultural Implement Workers Union of Canada (CAW-Canada) Syndicat national des Travailleurs et Travailleuses de l'Automobile, de l'Aérospatiale et de l'Outilsillage agricole du Canada (TCA-Canada), 44 Bond St. East, Oshawa, Ontario, affiliated with the Canadian Labour Congress.

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### TO THE READERS:

The views and opinions expressed by various writers are their own and not necessarily those of the Editor nor of the Administration of Local 222. Unsigned material will not be printed. The Oshaworker reserves the right to edit material submitted.

**EDITOR:** Ray Finney  
**EDITORIAL BOARD:** John Sinclair.  
Dave Thompson, Tom Hoar.

GREEN BROCADE upholstered chair with ottoman, new condition, \$125. Toaster oven, various kitchen items, tools. Call: 725-6218

ANTIQUE OAK DESK, \$500. Portable electric typewriter, \$150. Bar stools, \$75. Rocking chair and pad, \$150. Call: 579-9213

1977 MONTE CARLO, 77,000 miles, mint interior, rally wheels, 305, tilt, recent springs, shocks and brakes. \$1250. Call: 723-2189

ATARI 800 COMPUTER, disk drive, data set. 1 game (Final Legacy). Call: 728-2642 Bob

KINGSIZE WATERBED with drawers and caps. \$350. Wall unit 7'8" x 5'10" x 15". \$400. Call: 433-0156

GREY WINTER COAT, in good condition, black collar, size 18. \$35. Mother of Bride dress, blue with lace jacket, size 18. \$35. Call: 725-8719

1988 GRAND AM, 4-door, 4-cylinder, air, cassette deck, etc. 8000 km. \$13,500. Call: 728-6317

GREEN BROCADE upholstered chair with ottoman, new condition, \$125. Toaster. Call: 725-6218

### FOR RENT

BOWMANVILLE. CLEAN 1-bedroom apt. basement, \$500 month. 1st and last required. Call: 433-0573 or after 6 p.m. Call: 623-8110

AVAILABLE IMMEDIATELY. Furnished room and board. Laundry. \$100 week. Mature non-smoker. Call: 579-7473

FULLY FURNISHED 3-bedroom house to share, in excellent area of Bowmanville. All facilities included. \$400 monthly. Call: 623-5144

MARY & ADELAIDE: Bright furnished room in private home. Share house. Big backyard, deck and BBQ. Laundry facilities, kit., cable, \$310 including utilities. Male/female. Call: 432-3187

ONE-BEDROOM BASEMENT apt. Private drive and entrance. 3-piece bathroom, fridge and stove, central air, cable TV, reference. Non-smoker preferred. \$595 monthly. Call: 432-3856

ONE-BEDROOM BASEMENT apartment in private home. \$500 monthly. First and last. Available March 1, 1989. Call: 576-7189

HOUSEKEEPING COTTAGE. Clean lake. Clean fish. Sandy bottom for swimmer. Call: 725-0222

### WANTED TO BUY

BABY CRIB. Call: 705-953-9475  
TEXAS INSTRUMENTS — 'Speak and Spell', etc. Call: 728-3069

### SERVICES

LOVING MOTHER is available to provide daycare services in her home. Harmony Road/Adelaide Avenue area. Reasonable rates. Call: 723-0858

ARE YOU THE spouse or relative of a problem drinker and seeking help? Call: Al-Anon 728-1020

DISTRESS CENTRE. Telephone befrienders. Available 24 hours a day. Call: 433-1121 or 686-2366

ARE YOU COPING with daily stresses? Community involvement and Volunteer Program needs volunteers to assist others who are experiencing emotional difficulties. If you can help, call: 579-7661



## Conservation Show



**DATE: Tuesday, February 14th, 1989**  
**LOCATION: Local 222, CAW Hall**  
**44 Bond Street East**  
**Oshawa, Ontario**  
**TIME: 7:00 p.m. to 9:00 p.m.**

Everyone is welcome —  
Bring along mother and the kids!!  
Latest film on conservation  
Tables with plenty of literature  
Displays of how to tie various fish flies  
Rock hounds  
Carving of ducks  
Archery  
Black powder  
Some door prizes

This great event is being hosted by the Local 222, CAW Recreation Committee, along with your Union Rod and Gun Club.

**IT IS FREE — EVERYONE WELCOME!!!**

**Roy J. Fleming**  
**Publicity Chairman**  
**Union Rod and Gun Club**



# Skilled Trades Report

By JOHN GRILLS  
Zone Committeeperson  
District 12, Zone 39  
EDUCATION

Our Union has always placed education high on its list of priorities. Our Education program has helped to promote our Union Policies. Our Paid Education Leave program is an example of our ability to identify a need to negotiate a solution to meet that need.



All Skilled Tradesmen/women, who wish to resume full-time studies, must be accom-

modated accordingly. Current tuition refund programs must be expanded and improved. Our new Port Elgin facility will improve our ability to deliver a wide variety of leadership training and membership awareness programs.

### WORKING CONDITIONS

The Union has always entertained changes in the workplace as long as management do not undermine existing rights and the quality of work life. The District 12 Working Conditions Letter #6:

#### Traditional Assignments

With increasing needs to have Skilled Trades employees perform duties which are beyond the scope of traditional assignments, management selects the candidates most suited to perform them. The Union, recognizing these needs

requested input into the selection process. In response, management has agreed to review the qualifications of Skilled Trades employees who are desirous of performing these duties. Employees who are interested may make their intentions known through our Internal Departmental A.V.O. The District 12 Working Conditions Letter #11:

#### Battery Skilled Trades Cribs

During negotiations, a concern was raised that cribs within the Battery Plant need modernizing and sound proofing. The company agreed that the Battery Plant Product Manager, his designate, will review all Battery Skilled Trades Cribs in conjunction with the District Committeeperson, with the intent to upgrade the facilities where agreed to as necessary.

#### Subcontracting

Subcontracting has taken many forms in recent years. Outside contractors are contracted to perform new installation, modification, actual parts production, assembly, service and warranty work. The threat of subcontracting has been used to undermine the Union and it's members as the Company threatens to send out work to the "Lowest Bidder". Subcontracting or outsourcing work, in most cases, is sent to unorganized shops with lower wages and benefits. Any outsourcing and subcontracting must be preceded by a mutual agreement between the Union and Management. Information submitted to the Union must be complete and thorough.

I hope every member had a safe and happy holiday.

# The Multi-Functional Worker

By RON 'GIBBY' GIBSON  
Body Shop Committeeman

Everything in the Management by stress system is tied together. The system, including Just in Time is a visual indication that something needs to be adjusted.



A worker who can shave a few seconds from their cycle should not help another worker or find some other task. It is better that they stand idle so Management and the Team can see there is free time

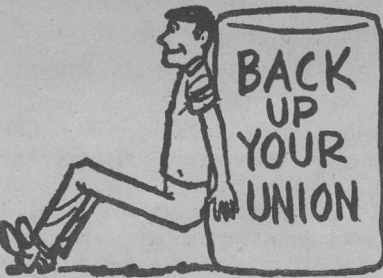
that can now be assigned a regular task. If management allowed Just in Time to result in idle time as a normal situation, the value of idle time as a visual indicator disappears.

Just in Time prohibits producing in advance, but idle time cannot be tolerated in the Management by stress systems. Production is organized so jobs can be shifted easily. In Management by stress plants, easy redistribution eliminates manpower and idle time. It requires:

1. Breaking down tasks to the smallest unit;
2. They must be well defined for easy distribution;
3. Skill level for each task must be as low as possible;
4. Workers must be willing and able to do any task;
5. Tasks must be arranged to reduce walking time.

Mixing sub-assembly jobs with line jobs in a rotation system allows easy line balancing to eliminate a worker and shift his work to the remaining workers. Management want workers able and movable to any job they wish. Management calls it multi-skilling.

The abilities have already been carefully broken down and instructions are precise in the dexterity and physical stamina needed. This operator Certification process doesn't require special training or knowledge, only that you follow the exact method laid out. It's purpose is to create "lack of resistance" by unions, and workers to being reassigned when Management sees fit.



All Management by stress Plants have an assessment period to check workers out prior to hiring. Previous skills are seldom gauged. More interest is focused on attendance records, physical attitude to management instructions and stamina. Workers do not learn new skills, they learn a large number of extremely job specific tasks. The only requirement is to practice, practice to speed up. Management by stress doesn't focus on actual skills. It focuses on getting workers to share their job secrets. The other obvious focus is to attempt to remove Union contract provisions on classifications and job rotation barriers. Most training takes place in classrooms or Quality Networks. The focus is on Company procedures, Competition, Corporate Beliefs and Values as opposed to technical skills.

### DESIGN FOR MANUFACTURE

Design for Manufacture fits particularly well into the management by stress system. Detailed charted times and details provided by worker knowledge provides the answers for engineers to calculate production times into designs. Elimination of jobs therefore becomes possible in the design process with information that teams and Quality Networks have provided with "Job Exercises."

### TIGHTER MANAGEMENT CONTROL

Team Concept proponents try and sell the idea that decision making and responsibility are at the floor level. The responsibilities and demands have been pushed down to individual workers and floor Supervisors.

The power and control that determine

how these demands are met are only pushed down to the Supervisors and perhaps the Team Leaders. The detailed work standards and methods are not left up to operators.

Keeping the system stressed is the key to tighter management control with fewer managers. If a worker slows down, falls behind or makes an error, the tightness of the system points him out. Less supervisors are needed to monitor their workers. Visual identification and breakdowns become the focus of management and the stress does not tolerate any human error. Anyone who makes a mistake or stops the line is considered an "abnormality Factor variable" to be eliminated.

In a Management by Stress Mission Plant, union leaders give little interference or they are considered "abnormal radicals" who also must be eliminated. Job standards become less protected and policed by Union Officials who are now part of managements team. Supervisors change job descriptions and workers at will. There can be no work to rule when all the rules are made by management.

In some plants, Unions have even allowed Management to destroy their bargaining agent rights. Supervisors make contract as to job performance and attendance directly with the employee. If the employee doesn't reach his "GOAL", he is disciplined regardless of the contractual rights. Eventually employees are disciplined for breaking the "Spirit of the Mission." If you are perceived as having violated Corporation Values and Beliefs, that along with anyone of the numerous (36) Plant Rules will get you discipline. Team Concept, Natural Work Groups and Quality Networks are designed for Control and Discipline of workers.

# District 12 Report

By Mike LOCKHART

I would like to start by thanking Scott Turner and Bob Allan for the good job they did replacing me over the Holiday period. I had a really good vacation and I would like to wish everyone in my district a Happy New Year. I had a meeting in South Stamping Dept. 18, Shift 2 on Thursday the 19th Jan '89 and the main concern was the tooling memorandum that I'm trying to negotiate. Although nothing has even been proposed yet in writing. The Politicians have been around stirring things up. I wish to put the record straight.

The Tooling Memorandum was on the table at the 1987 Negotiations and it was put there by the Union and it was not negotiable at that time. However I have been successful in getting Management to at least discuss the possibility of implementing a memorandum for tooling in conjunction with a new overtime agreement for Dept. 12. However I can assure you that no agreement will be

signed without a full tooling membership meeting being called plant wide in order to vote on it.

By the time this is printed the elections for Chairperson and Districts will be in full swing. All I want to say is yes I'm running for Re-election and if I'm Re-Elected I'll continue to represent tooling to the best of my ability. I hope that everyone of you exercise your right to vote, bearing in mind that the people you elect should be experienced and able to work collectively in order to see us through the 1990 negotiations successfully.

Just remember if you have any problems, call your Committeeperson, then your District and then your Chairperson. If still not satisfied bring your complaint to the Shop Committee.

Mike Lockhart:

North Plant — 644-3729  
South Plant — 644-6506  
Pager — 1-551-1843  
Home — 436-3365

# New Union Hall Progress

By LLOYD CLARKE  
Building Committee Chairman

This report, on the progress of our new Union Hall will not be lengthy, but as I stated in the original report, I will continue to keep the membership up-to-date. However, if you have any questions or concerns regarding our new hall, please contact me and I will do my best to supply you with the answers. The other members of the Building Committee (John Sinclair —



Tom Hoar) and myself have been trying very hard to touch all bases which, when completed, will give the membership the type of Union Hall the majority desire.

We have also tried to implement a working environment for the staff and others that will not only suit their needs, but will create a satisfactory and productive service for you, the membership. To do this we held individual group meetings with the office and janitorial representative, ladies Auxiliary kitchen staff,

and a dental Centre representative. Of course, we also had a meeting with two Retiree Centre representatives. The input that was accepted at these meetings was of great assistance to the architects who were in attendance.

I find that it is incredible how many times that we have requested the architects to make changes in their interior drawings as we have seen how we could make improvements over what we thought was satisfactory. I am positive that prior to the shovel going into the ground, we will make further necessary changes. Not major changes, but changes that will improve such items as lighting, heating etc.

#### RED TAPE PROCESS

The red tape process that is necessary through Oshawa City Hall, such as the Planning Department, is, to say the least, mind boggling, and never ever consider that it is a rapid process. I guess if you were in the building business, you would learn to accept this.

At the present time we are at the building permit stage, which takes weeks to acquire, as well as the bore hole drilling to indicate what the soil is like for the building and the 176 vehicle parking lot. We are presently at the discussion state with the different factions

of the Consultants regarding the type of lighting, heating, air conditioning, flooring etc. The building will be heated by gas.

#### INDIVIDUAL PROFESSIONALS

The CAW Dental Centre dentists have employed a consultant who is a professional in designing dental offices. As well, the Ladies Auxiliary has been meeting with a professional who is assisting them in designing a satisfactory working arrangement for their 20, by 52, kitchen. This new kitchen will be a great improvement over what the Auxiliary has had to put up with for many years. These two plans will go to our Consultants and General Contractor.

#### GENERAL CONTRACTOR BIDS

Very shortly, we will be advertising for bids for a General Contractor. This also takes time as we can not just open it up to anybody simply because they MUST hire union people such as sub contractors.

In conclusion, at the present time, we are hoping to put the shovel in the ground in May and be open for business in November as was originally stated. However, until moving day, it will be "business as usual" at 44 Bond Street East.

# After Election '88

By Amby FERREN  
Chairperson, PAC

Well, the elections of 1988 are over, Municipal and Federal, and for the working people of our community and the country, we did not fare the best. The



Reaganites in Ottawa are back again in power for another 4 years and our local elections did not get enough of our people elected, but I want to congratulate all the candidates who won and lost, for putting their name

on the line to stand up for ordinary people and their families.

Once again, on behalf of the PAC, I want to thank the Executive of our local and the membership for their usual financial contributions, because without that, the candidates would really have had a hard time.

Free trade is now alive and not well. Not well for us, our families, young and

old. Brian Baloney or Mulroney, is bragging about a firm majority in favour of this deal. Well, Brian, under our system, you did get a majority, but under simple arithmetic, you did not get a majority. Most of the people in Canada who voted, voted against Free Trade, and the fight, I know, is not yet over.

I want to say to our leadership to keep up the good fight on pensions, not only for the people who are on pensions, because as I always said, what you walk out the door with is about what you are going to get for the rest of time. We did make some gains the last contract, which was appreciated.

But the situation that I don't agree with and don't understand is why a Supervisor in whatever category retires with a cash sum of 40 or 50-60 thousand dollars in their hand, plus their pensions. They lived off the sweat of hourly rated for years and gain from every contract and contribute nothing, and still laugh at the hourly rated people. Is this justice? Well, not in my thinking and I have never heard any of our top negotiators ever really fight this issue.

# TRUCK-CAR OLDTIMERS HOCKEY LEAGUE STATS

By RICHARD JOLICOEUR

| TOP SCORERS   | G  | A  | Pts |
|---------------|----|----|-----|
| Gary Chisolm  | 12 | 17 | 29  |
| Glenn Jeffrey | 15 | 12 | 27  |
| Gary Munroe   | 9  | 16 | 27  |
| Rick Watts    | 11 | 13 | 24  |
| Rob Mason     | 5  | 13 | 18  |
| Len Bielowski | 8  | 9  | 17  |
| Greg Pattison | 8  | 8  | 16  |
| Eric Smith    | 8  | 7  | 15  |

|                             | GP | W | L | T | Pts |
|-----------------------------|----|---|---|---|-----|
| Don Caster Home Health Care | 9  | 6 | 2 | 1 | 13  |
| Millwork Home Centre        | 10 | 5 | 4 | 1 | 11  |
| Shopper's Drug Mart         | 9  | 2 | 7 | 0 | 4   |

| GOAL TENDERS  | GP | GF | GA | Ave  |
|---------------|----|----|----|------|
| Bob Skinner   | 9  | 74 | 58 | 6.44 |
| Dale Davis    | 10 | 73 | 66 | 6.66 |
| Al Aylesworth | 9  | 58 | 79 | 8.77 |



## Stopping Quality Network Concessions

By KEN SUTHERLAND  
District 2 Committeeman

At Nummi, a worker can't call a Union Rep unless the Team and Group Leader decide he can. This is an obvious infringement of the worker's rights. In particular, Union should avoid language that commits them to ongoing or continuous improvement of Corporate Competitiveness. Committing Unions to Kaizan (continuous improvement) can be linked to committing Hari Kari. Company production goals and schedules are not areas the Unions should become involved in. The more joint cooperation effects Unions involve themselves in with Management, the less likely they will be to hold views independent of "Management's Goals."

### CLASSIFICATIONS

In some cases Classifications have become obsolete and their deletion have no effect on the current system (example Body Drop Man). Historically classifications have been necessary to limit work content and restore transfer rights. The rights of classification should be preserved.

### TRANSFERS AND LAY-OFF RIGHTS

Transfer and Lay-off and Recall Rights are two of the biggest losses experienced in Team Concept Plants. Both of them make the plant more flexible but Management doesn't want to retrain workers which points out the flaw of

Management Commitment to flexibility and training. Loss of service departments and service work means you have lost the right to transfer to any good jobs. The widest application of seniority rights supplies maximum opportunity and security to all workers. At Shreveport, teams assign jobs within the Team Seniority. This "building team cohesion" weakens broader seniority rights and isolates workers.

### ROTATION

Workers should still have individual assigned jobs. When seniority is in effect, his job is not the property of the group. He should have the option to stay on his job or rotate as he sees fit. Rotation should be strictly voluntary.

### INVOLVEMENT IN JOB DESIGN

Team say over design could give some real control to workers. That would allow seniority workers to have some preferred jobs. Unfortunately Management usually uses this means to have workers blaming workers for job changes and elimination. In order for workers to make real changes time study methods and actual design need to be taught. Contractual all prohibition must be decided. Changes should be approved by the team members and Union. A team should be allowed to reject additional work for 30 days to study better solution and options.

No one worker's time or AGV unit determines everyone's time. AGV computer printout times will not be used 15 minutes prior to lunch, breaks or quitting time to set standards.

### TEAM CONCEPT TRAINING

It is not enough for Union Shop Committees to just add a few words as they

buy in to the Company designed program. Any Union Rep or appointed Trainers should be subject to recall and only responsible to the local union. Any Company consultant who use cult techniques or union-busting tactics in these Company programs should be stopped.

### DIGNITY AND RESPECT

Management by Stress Missions always proclaim they treat workers with Trust, Respect and Dignity.

1. Doctors' notes should not be required for absence. There may be some abuse, but the majority should not suffer in their trust.

2. Innocent until proven guilty — with pay should be the rule in discipline.

3. Unpaid personal or educational leaves should be automatic.

4. Management should begin to eliminate Plant Rules — normally 20 to 40 for all hourly workers.

5. Perks such as management only parking and cafeterias should be eliminated.

6. If management may exit the plant as they see fit, so should workers when they feel their job is done. Management doesn't lose pay, neither should workers.

All of the above are constant reminders that management does not trust them or treat them with Respect and Dignity.

### WORKING SMARTER

Workers should not be involved in "working smarter" when management know full well it is speed-up and elimination. If workers work harder to get a breathing space, it should not be held against them. He is not then working at a normal work pace. The 15-minute ruling on computer printout times should be seen as the proper "win-win" management claim they want.

## Your Pension

By KARL ZIMMERMANN

In the last *Oshaworker* I promised to explain to you the legal aspects of GM taken contribution holidays (not paying the required money into your pension plan) they are using the surpluses and say that is our contribution. When we start working in GM we become employees of General Motors of Canada Ltd., you have to pay Union dues. This is a condition of employment and the CAW bargains on your behalf. You do not have to join the Union but all of us do and we get a vote at every new collective agreement negotiated by our Union.

When we retire we cease to be employees of GM and are no longer considered members of the Union according to the labour laws of the province of Ontario. Why is that? A retiree does not get a vote when we ratify a new collective agreement and therefore is not considered a member of the Union.

A trust fund (pension fund) was set up for all of us. Royal Trust is the administrator of this trust fund and looks after all investments with GM's input also looks after the payouts to the pensioners. The union has very little, if anything, to say on those matters other than to negotiate the level of the payout. GM have been using those surpluses of our pension fund and unless we take them to court will continue to do it as long as there are surpluses in our pension fund.

The company is breaking the law and they know it, sisters and brothers, there are all kinds of tactics used to get us to lay off with what we are pursuing. Ask yourself the question why is your na-

tional union not taking on GM on this matter? They are silent on this. There is not a month going by when you don't read in the paper that unions are taking corporations to court on the surplus question.

Why not your union? Why is General Motors allowed to rape our pension plan? Was a deal made by the national union, and if so, what did we get in return? If a deal was made, why was it kept a secret and denied many times?

If no deal was made, why is our national union not taking GM to court to stop what is going on? Well, we are getting no leadership on this issue from the very top of the house, and it looks like you, the membership of Local 222, have to take the bull by the horn and show the rest of the GM locals that we will deal with it and stop this practice with the courts' help.

On February 27, 1989, all of you will be asked to vote on this issue (GM having to pay into your pension fund the amount of monies they took contribution holidays over the years and the six year pension agreement).

This can be achieved with no dues increase even though it will be costly over the next 5 to 6 years. The cost will be from a low of \$250 thousand to a high of \$500 thousand. Mind you, this is spread over 5 to 6 years. What all of you have to remember is that it could mean a good pension by the time you retire if the court rules in our favour.

Why do I say no dues increase? There is a signed letter from the lawyer at the hall. In it Mr. Koskie states that he will never bill our local any more than \$14,000 in any month. And under the new dues structure our local will get to keep 42% of union dues instead of 38% which will be an extra \$20 thousand a month. I ask all of you to get out and vote because you will only get this one chance on this issue.

## Chassis Plant

By DAN KEWLEY  
Zone 22 Committeeman

I was recently given a copy of an article titled "Appropriating Workers' Knowledge: Quality Control Circles at a General Motors Plant". The article itself was 22 pages and it was printed by Lakehead University. The author was James Rinehart. Trying to condense these 22 pages may cause this article to be very lengthy. I believe though that it is important that as a Union we understand the scope and intent of Quality Circles. You can call it Team Concept, Natural Work Groups, Employee Participation Groups or Quality Circles, they are all basically the same. At General Motors, corporate wide, the overall strategy maker is the Quality Network.

"Competitive forces and workers' resistance compel employers to cheapen and intensify labour and subordinate it to Management Control. Historically, these goals were achieved by mechanization, management appropriation of worker knowledge and by simplifying, standardizing and specializing labour processes. The principal target for past techniques of labour degradation was skilled workers, whose monopoly of knowledge enabled them to command relatively high wages and have a considerable degree of control over the work process. Given the interests of capital, it is understandable that employers viewed craft workers' knowledge not as an asset but as a force to be suppressed and destroyed. Employers had hoped that once craft work was emptied of much of its content and semi-skilled replacements were paced by time-study standards, machines, and foremen, that worker knowhow would become less significant. Unfortunately by management, workers on the job continued to acquire an irreducible stock of production knowledge through daily experience.

Until recently, managers had only made sporadic attempts to tap shop floor

wisdom to harness it for capitalist objectives. During the 1920s, many employee representation plans (Company Unions) shifted their activities from grievances and bargaining to seeking out workers' contributions to improving efficiency.

Capital required workers' initiative and ingenuity to pull together with management to promote productivity. It was also important to cultivate among union officials an appreciation of management's problems" that would commit them to shop floor cooperation in tempering bargaining demands. The most popular being Japanese quality control (q.c.) circles.

The circle programs encourage enterprise identification. They promote internal competition between work group and continuous work rationalization. By 1982, approximately 1,000 American Companies had installed programs modelled after Japanese q.c. circles. Among them were Westinghouse, Polaroid, Ford, and General Motors.

### QUESTIONS FOR WORKERS AND UNIONS

Participatory schemes raise vitally important questions for Labour. Is participation a zero-sum game orchestrated by management and stacked in favour of management? Is it labour speedup and elimination? Is it diverting the only means labour has of advancing its interests (knowledge) into cooperative channels? It appears that capital has much to win and little to lose from such programs. The same cannot be said for workers whose gains are large or illusory. What only remains unclear is the extent and duration of capital's advantage.

Fortune Magazine has observed that participation of joint ventures at GM softened up labour for the concessions of the 80s. In the initial stages of some programs, workers' attitudes and performance improved and the corporations benefitted. Union officials and membership went so far as to push enterprise productivity by policing members' work performances instead of the supervisor. They eased up on the pursuit of grievances and endorsed labour-saving machines and methods. Improved earnings, working conditions, and job security were not sustained. These outcomes of labour's collaboration and participation

rarely delivered anything of tangible value to workers.

Whether successful q.c. circle programs are a prelude to a major coup by capital or a transitory phenomena conditioned by job loss fears remain to be seen. The full consequences of the "new industrial relations" is yet to be tabulated. To this end, the q.c. circle program implemented at the General Motors Diesel plant of London, Ontario was studied.

### PARTICIPATION OF GM DIESEL

General Motors has experimented with a variety of Quality of Work Life programs. At London, GM called their q.c. circles Employee Participation Groups (EPGs). Participation is touted as a means of creating a more satisfying and productive work environment. It is supposed to improve worker, union, management relations with leadership skills. It also bills itself as contributing to employment stabilization. It is clear that participation at GM is one component of a drive to speed up and eliminate.

GM Diesel participation at London originated with management and was supported by the Local Union. A Shop Committee member recalled that management stressed job security and "really pushed that competitive stuff." Management also claimed that working condition gains could be more easily attained by Employee Participation Groups.

### JOB SECURITY?

Job Security was an important consideration. The plant workforce was down from 2,200 to 1,500. The "what can we lose" logic was applied to management's appeals. The Shop Committee, in its participatory mission statement said, "it is essential to reaching our goals and objectives in world wide markets with quality products and the attainment of job security for all employees." Key Union officials continued to support the program during its operation even though the workforce dropped from 1,500 to 700.

A Union-Management steering committee oversee the five to eight-member EPGs. The joint steering committee screened proposals, but the final decision rested with top management.

## Auxiliary 27 Report

By BETTY CLARK  
President

Hope everyone had a safe and happy New Year. Our Christmas Party was a very enjoyable evening with approximately 85 members present and our

Children's Christmas Party was fun with 23 children enjoying their gifts and prizes, as well as a visit from Santa Claus. Thanks to Sister Phyllis Clarke and the Entertainment Committee and Sister Verna Parker and the Social Committee. Also a big thanks to Sister Marj Leddy for her help.

Some of our recent donations are as follows: Sedna Women's Shelter (Denise House) \$100.00, Sick Children's Hospital \$100.00, Simcoe Hall \$200.00 plus our annual donation of a food basket.

Our last meeting was January 17th. This was open to the public and there was a silver collection. All proceeds to the Dialysis Unit of Oshawa General

Hospital. Our donation was made in memory of our late Sister Evelyn Lavery.

Your 52nd Birthday Banquet is planned for March 11, 1989 at 6:30 p.m. Tickets will go on sale at the Feb. 7th meeting.

Just a reminder — it's time to renew your membership for 1989.



## The Way I See It

By ART KIMBLE  
Committeeperson  
Plant 2, Zone 47  
QUALITY NETWORK

Throughout the plants a program has been set up headed by Gordon White called Quality Network.

The whole intent of this program is to pit worker against worker. Do away with our flow rights and seniority rights, that we have in the Local Agreement through Paragraphs eleven (11) through seventeen (17). If this program ever got into effect, what it would do is confine the worker to one plant. (Example:) If employees were laid off in the Car Plant, they would have no rights to bump a less seniority worker anywhere else in any plant in the GM complex. So if car

sales were bad, you would be laid off out of that plant and brought back whenever the Company wanted, even though there are many junior employees working in another plant with less seniority. How a program like this would help any employee is unknown to me.

The only people it would help is General Motors, giving this huge Corporation a license to lay off people whenever they wish and as often as they wish.

I feel any Union Rep who has a Union bone in his body, should tell the Company where to put their divide-and-conquer attitude on the Quality Network and everything it stands for as it has nothing to do with product quality whatsoever.

Until next time, that's the way I see it.



## New Board Policy

By DAVE THOMPSON  
Service Rep.

The Board of Directors of the Workers' Compensation Board (WCB) has approved a new policy to pay interest where benefit payments to injured workers are delayed. The new policy is to be implemented by the end of 1989, said Board chairman Dr. Robert Elgie.



"This policy change reflects the Board's ongoing emphasis on fairness and equity," Dr. Elgie said.

"Compensation benefits are intended to replace the earnings lost as a result of a work-related accident or illness. When benefit payments are delayed, costs may be incurred by injured workers who are required to make alternative financial arrangements, and the value of their benefits may be eroded by inflation. Under the new policy, workers will receive the full value of their compensation.

"With this policy, Ontario goes further than any other jurisdiction in compensating injured workers for the economic consequences of delays in benefit payments."

Under this new policy, interest on benefit payments will be paid for payment delays following the date of disability. Where workers are temporarily disabled, benefit payments are normally paid every two weeks from the date of disability. Where workers are permanently disabled, pension payments are paid once a month, after the date of entitlement. In both cases, interest will be paid for all payment delays beyond these due dates.

The new policy will take effect as part of a new computerized system of paying workers' compensation benefits, planned for introduction later this year. Without this new system, the large-scale implementation of an interest payment policy would not be feasible. Interest will be payable with respect to all payment delays for claims originating after the new system is put into operation, but not later than January 1, 1990.

The Board will be using the same approach as is used in the courts under the Courts of Justice Act. Accordingly, interest will be calculated at a rate equal to the Bank Rate established by the Bank of Canada (rounded up to the nearest whole number) plus one per cent.

Pending introduction of the new policy, an interim policy, effective January 6, 1989, will provide interest on payment delays associated with internal WCB appeal hearings and appeals to WCAT (Workers' Compensation Appeals Tribunal).

Interest will be payable on benefit payments arising out of Hearings Officer or WCAT reversals of WCB decisions. Interest is to be payable in respect of the period from January 6, 1989 or from the date of the original adjudicative decision that has been reversed, whichever is later.

On an annual basis, the cost of fully implementing the new interest policy is expected to increase WCB benefit expenditures by about one per cent or less than \$16 million. This figure reflects the fact that the vast majority of benefits are paid on a timely basis.

For example, for more than 70 per cent of new claims, the first compensation cheque is issued within 72 hours of the Board's receipt of accident notification.

## A Christmas Wish for T.J.

By PAT BLACKWOOD  
Skilled Trades Committeeman

I hope everyone had a safe and happy holiday and wish all tradesmen, apprentices, and their families a happy and prosperous New Year. Just prior to

Christmas this year, the entire North Fab Plant were called upon to donate money to help make a little boy's Christmas wish come true. T. J. Perry is two years old and was born with Spina Bifida, paralyzed from the

waist down.

Both T.J.'s grandfathers work in the Fab Plant and T.J.'s father works at Lear Siegler. The Fab Plant people donated \$1,400.00 and made it possible to purchase the chariot for T.J. plus many other gifts.

The specially designed wheel chair allows the child to operate it by hand pedals, thus giving the child upper body strength and also some independence. Ed Homes, a Pipefitter in Central Maintenance in the South Plant, did an outstanding job in delivering all T.J.'s presents by providing Santa Claus for the occasion.

For all the people who attended the presentation in the main lobby, I know it will be a Christmas they won't soon forget, as there wasn't a dry eye in the audience.

T.J.'s eyes literally lit up when he saw the chariot and he said "motorcycle". The chariot was designed by a G.M. transmission Die Setter Luigi Toti, who also manufactures the chairs.

I would like to thank all those people who have made donations, and also

thank Gary McCullough and Ron Smith for their co-operation.



T.J. Perry, mom; Tracy, dad; Todd and Santa Claus; Ed Homes.

thank Gary McCullough and Ron Smith for their co-operation.

If there was ever a way to find the true meaning of Christmas, the Fab people found it this year. To T.J., his family, and new baby brother Jesse, born just two days prior to the presentation, we wish you all the best in 1989 from your Fab Plant friends.

### BRIGHT OUTLOOK

While home in St. Catharines over New Years, I read an article written by a top economist. In the article, the economist predicts the automotive industry in Canada will be prosperous and grow strong over the next five years. Part of this prediction was based on the introduction of the four door Lumina in Oshawa, along with our present Buick Regal. The article stated the present Canadian automotive plants provide 15% of the North American car market and this is expected to rise to 20%. Let's hope this is one economist that knows what he is talking about.

With 1989 here, let's take a moment to look at what has happened over 1988. In the Stamping plants, sound-proof enclosures are still an outstanding working condition item promised in the 87 negotiations. There has been some movement in Corky Hambleton's area, but more discussion on design is required. This is one issue that will not disappear until all the areas are provided with sound-proof work cribs.

### PLASTICS AND RIM

Plastics and RIM are still one contractual department. If RIM management continue to violate our present contract, then there will still be problems in 1989. The RIM area is the home of "the Tajmahal" which was the topic of a couple of my articles. In 1988, RIM management realized communications with the Union is a must, and hopefully in 1989 this area opens up more, with ongoing discussions.

The RIM area is the home of "the Tajmahal" which was the topic of a

couple of my articles. In 1988, RIM management realized communications with the Union is a must, and hopefully in 1989 this area opens up more, with ongoing discussions.

Plastics management on the other hand has done a very good job of keeping an open working relationship with the skilled trades reps. Plastics has not only honoured seniority rights, but has treated 48B as a Department for training, overtime, and job openings. RIM management could learn a lot in this area.

In January of 1988, RFR Smith was made an unrecognized area manager of construction. Fab management must recognize this position as the maintenance and construction tradesmen have proven time again that they can compete in cost, quality, and performance. Many a time the construction department has pulled the product areas out of some very difficult situations.

In the past year, construction has also began to bid on work and has proven they can successfully compete. The outlook for 1989 looks very good for our construction people.

### BATTERY PLANT

Area management in the Fab Plant was born in 1986. There have been a lot of promises of what is supposed to be happening, because of area management, but more times than not, these promises are being forgotten.

We still have some area managers that every now and then act like dictators. This generally leads to confrontation and communication breakdown. It's far easier to cooperate and listen to your employees, than to dictate and cause confrontation.

As a Union Rep, I can easily handle either method, but the latter should be a thing of the past. Only when management weed out these prima donnas and dictators will the latter ever disappear.

Remember, if you have a problem, big or small, first see your supervisor, then call your Committeeman. My pager number is 1-551-0860.

## Myths about Team Concept

By BRUCE ADAMS  
Body Shop Committeeman

Team Concept, Quality Circles, Natural Work Groups and Quality Network are all designed for Management Control. The Management by stress principles create maximum stress on line workers. They are in point of fact the ultimate Union concession to Management Rights and destruction of union bargaining rights. Team concept as a concessionaire



model has picked up steam since 1979. Did the concessions the Union made since '78 save jobs? The number of jobs in the big 3 have fallen by nearly one third. The number of jobs cut has been far greater than vehicles produced. From 1978 to 1987, Big Three vehicle production dropped 19% while hourly workers fell by 32%.

Concessions do not determine car prices, quality perception, levels of import, management outsourcing decision or overtime levels. Some concessions have actually cost jobs such as speed up, sharing in job elimination programs and giving up P.P.H.'s.

### MYTH — TEAM CONCEPTS BOOST PRODUCTIVITY

Team concept itself doesn't boost productivity. A study of 53 auto plants by researchers Katz, Kochan and Keefe who are labour cooperation proponents found "greater use of teams has either a negative or no association with labour productivity and product quality." Neither did "the number of classification have a significant association with reducing cost per vehicle or product quality."

What did increase productivity was a faster pace of work combined with greater and greater workloads to reduce manpower. Also responsible was management discretion in allocation over-

time, layoffs and transfers. Fewer plant working full tilt with lots of overtime boost productivity figures.

Team Concept plant gains are the result of Union losses. Distributing a greater workload to those remaining increases productivity. Increasing productivity means by definition means getting the same or more production out of increasingly fewer workers. The only way to end up not with fewer workers is to increase output. Unions that sign on to promote management productivity drives through Quality Councils, Quality Networks and Team Concepts are signing up to eliminate jobs, not improve Quality.

MYTH — TEAM CONCEPT MEANS "WORKING SMARTER, NOT HARDER." All too often, "working smarter" means one person figuring out ways to have someone else "work harder." At Nummi, extra workers are assigned to special "Kaizan" teams to observe workers and figure out how to eliminate jobs, add work and boost productivity.

"WORKING SMARTER" often does mean literally working harder. The Company defines "working smarter" as passing on to management any methods you devise to make your job easier. Your improvement ideas are then used by management to rebalance (add work) so you have less and less time. "Working Smarter" either adds work or eliminates jobs which is why management think it's so smart of you to help them eliminate jobs. They take the credit and the merit increase in pay.

MYTH — TEAM CONCEPT PLANTS ARE LOOKING FOR WORKERS WITH SKILLS AND WILL UPGRADE SKILLS WITH TRAINING. Team Concept plants are not concerned with skills in their pre-hiring assessment, the right attitude is the goal. The work itself is actually DESKILLED. Production work is broken down to the tiniest possible tasks. These tasks can then be easily shifted from job to job or worker to worker. Reducing proficiency necessary for each job allows for operator certification and complete worker inter-

changeability. A worker trained to do six thoroughly deskilled jobs is in no sense more skilled in any real sense. It is no slip of the tongue that Nummi call it "foolproofing." More and more challenging skilled trades work gets outsourced as programs evolve.

The strong emphasis on cutting jobs leaves less room for advancement. When jobs no longer exist, there is no service jobs to advance to.

## Health Care Plan

By RON GAY  
Health Care & Insurance Rep.

By the time this article comes out, just about everyone should be back to work. Most of you received pay in December (Christmas pay) and being back to work in January will assure your full benefits if you worked in "A" Body. The people in "B" Body will just be getting back their dental coverage starting in January.

If you are still laid off and collecting SUB you

do not have dental coverage unless you received money for January 2, 1989 at which case you will be covered for February.

I received a lot of requests while travelling in the plant. One is pertaining to questions on compensation. There is no inplant representative covering compensation. Dave Thompson and Gene Bergeron, at the Union Hall, are two of your compensation reps. Besides compensation, they handle other problems.

Don't forget, if you need Sick & Accident papers, you must phone Ottawa and have them mailed to you. Phone: 1-800-267-9636. From Area Code 519 — dial 1-800-267-8536.



## What is an Agreement

By JIM DOUGLAS  
Alternate Zone 22  
Committeeperson

The Quality Network Mission is to eliminate jobs with the least resistance possible. It is an attempt to replace the collective bargaining procedure with a Q.W.L. Concept and Slogans. Agreements that contain Managements rights language as well as agreements to Continuous Improvement are most susceptible to losing their bargaining procedure and rights. The U.S. Labour Institute found 50% of Quality People programs explicitly dealt with mandatory bargaining issues resulting in concessions.

Management in the Chassis Plant fought for seven months over a letter requested that they be notified of team meetings. Their dithering about resulted in no job selection taking place prior to change over. Management said Union Reps. could attend any meeting but didn't feel the Union Reps. needed to know when these would occur. That's managements idea of cooperation. Trust us they said. The result is one of the worst model changes ever. The reason being Management did not understand the Chassis plant, our agreements or our people. All the management who were here in 1985 were moved to bring in Team Concept Managers. Managements sole excuse was that they didn't want to expand the agreement. Well, we have the letter but they lost sight of the Job selec-

Managements idea of compromise is for Unions to limit their territory of Collective Bargaining. We on the other hand will continue to try and expand them. Technology, work rules and procedures will be targeted as areas to expand and strengthen contract language. Trust is absolutely useless as an argument before an arbitrator. You can't eat Trust when you've been improperly suspended or disciplined. Management would like to restrict the adversarial relationship to economic bargaining only. This would give them a free hand which we are not about to give on a lick and a promise.

The more confusion they can create the better off they feel they are when it comes to who represents who. Management want to create the impression that if all requests were made non-adversarily they could be automatically given. Some Superintendents even believe as a result of Leapin programs that they must not only eliminate your job but their own as well.

There are two ways to do things, the easy way and the hard way. The easy way seems preferable but sometimes you have to be prepared to go the hard way. The path of least resistance is not always in the memberships best interest. We will continue to try and expand seniority rights and we will continue to demand them in writing. Otherwise, management believes one agreement is permission to violate all agreements.





# Ontario Information 1989

By MIKE LEVEQUE

## CANADA PENSION PLAN

|                                           |             |
|-------------------------------------------|-------------|
| 1. Weekly contribution                    | 2.1%        |
| 2. Year's maximum pensionable earnings    | \$27,700.00 |
| 3. Maximum premiums for employees         | \$ 525.00   |
| Self-employed                             | \$ 1,050.00 |
| 4. Benefits (maximum)                     | \$ 556.25   |
| 5. Death Benefit (maximum)                | \$ 2,770.00 |
| 6. Disability pension (maximum)           | \$ 681.23   |
| 7. Dependent children's benefit (maximum) | \$ 103.02   |
| 8. Surviving spouse's pension under 65    | \$ 311.61   |
| 9. Surviving spouse's pension over 65     | \$ 333.75   |

## UNEMPLOYMENT INSURANCE

|                                         |           |
|-----------------------------------------|-----------|
| 1. Weekly insurance earnings (maximum)  | \$ 605.00 |
| 2. Premiums - weekly maximum (employee) | \$ 11.80  |
| Premiums - weekly maximum (employer)    | \$ 16.52  |
| 3. Benefits - weekly maximum            | \$ 363.00 |

## OLD AGE SECURITY

(effective Jan. '89) - adjusted quarterly

|                                          |           |
|------------------------------------------|-----------|
| 1. Pension                               | \$ 323.28 |
| 2. Guaranteed income supplement - single | \$ 384.19 |
| (with no income) - couple                | \$ 250.23 |
| 3. Maximum spouse's allowance            | \$ 633.17 |

## WORKER'S COMPENSATION

[effective Jan. 1, 1989 for accidents or fatalities occurring on or after Jan. 1, 1989]

|                                                                                                                                                                                  |                           |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|
| 1. Maximum earnings covered                                                                                                                                                      | \$36,600.00               |
| 2. Temporary Total Disability (90% of net average earnings) amounts will depend on marital status and number of dependent children based on TDI exemption codes                  |                           |
| 3. Permanent Total Disability (90% of net average earnings) amounts will depend on marital status and number of dependent children based on TDI exemption codes                  |                           |
| 4. Permanent Partial Disability (90% of net average earnings) as defined from nature and degree of injury; supplements where earning loss is significantly greater than is usual |                           |
| 5. Fatal Benefits - lump sum (spouse)                                                                                                                                            | \$23,078.28 - \$69,234.85 |
| lump sum (children, no spouse)                                                                                                                                                   | \$46,156.57               |
| funeral cost (minimum)                                                                                                                                                           | \$ 1,730.87               |
| 6. For dependent spouse - monthly pension depends on age and number of dependent children                                                                                        |                           |
| 7. For dependent children - monthly pension depends on number                                                                                                                    |                           |

## FAMILY ALLOWANCE

|         |          |
|---------|----------|
| Payment | \$ 32.74 |
|---------|----------|

# Recreation News

By T. MOORE

The Recreation Committee would like to remind everyone that our Annual CAW National Hockey Tournament is coming up January 28 and 29, 1989. Hope to see everyone out to the Civic Arena that weekend. As usual along with the great hockey games the Bobby Orr lounge will be open Saturday from 11 a.m. to 6 p.m. for refreshments in between games.

On September 24 and 25 1988, a few teams from Oshawa went down to Woodstock for the Annual CAW National Slo-Pitch Tournament. Congratulations to the Fab Plant Mixed Team who brought home the trophies. I would like to thank all the people (spouses, the gang from Pontypool, the other Oshawa Mixed Team and Joe's Girls from St. Thomas) who stayed Sunday to cheer the Team on! We had more fans than the Woodstock team did! Maybe next year the Men's Division can bring home the trophies? More information on other CAW Tournaments and qualifying tournaments will be out latter in the New Year.



# Zone 62 Report

By RON CARLYLE  
GM Unit Tyler and  
Alternate Committeeperson

## QUALITY NETWORK TRAINING

The Quality of Work Life Training taught in so-called Quality Networks is expensive. Consultants can often cost hundreds of dollars per hour. Not to mention lost time and orientation dinners plus booze at the Holiday Inn. Most of these consultants do not understand industrial processes, technology, collective agreements or labour relations. They teach a process that entails a detailed program. Most of their brainstorming, problem solving, etc., have been basic techniques in industrial psychology of management courses. They even go so far as having special red team jackets for those who are part of the management system.

An integral part of the training is to train production workers to perceive all their problems as a cost benefit analysis. The fact is the programs benefit management at the "workers' expense". Training is never neutral, the bias is definitely in management's favour using a carefully-camouflaged image. It is a powerful tool to penetrate the natural defenses of workers and Union Leadership. After all the Management Consultants' bread is buttered by corporations.

Retraining operators is a cost, if it were not to the corporations' benefit it would not take place. Cost benefits are measured in terms of Company profits. High seniority are used against low seniority and vice versa. All QWL training depends heavily on "behaviour modification". If you can get people to act on certain assumptions, even if they don't initially agree, over a period of time, the assumptions will become accepted as fact. Thus, we and management are all in the same boat and submit their needs to the good of the team "rah, rah!" like the best illusions of a magician, the audience is led to believe that every detailed step has been considered. They are in fact successful style over substance programs.

The training is designed to not directly challenge Union beliefs but outflank and tip-toe around management's direct scheme of job elimination. Problems are never presented as being disadvantageous to workers. Poor light is usually the answer. Workers are taught to not only measure their productivity but also fellow workers. The real question of who sets quotas, line speeds and production levels is left in the dark. Whether the production levels or standards are fair is never addressed. The facilitators already have pre-designed goals they turn the group to. Peer pressure eventually accomplishes the rest.

Workers are urged to compete to cooperate with management to determine which workers are measuring up to Company standards. How long can any sense of solidarity exist among workers in such a cutthroat atmosphere? It is an atmosphere where workers finger each other and peer pressure is used to enforce management's arbitrary decisions. Statistics and data encourage workers to collect information for management for time studies, job elimination and speed-up. The result is better manage-

ment control of jobs and their design. AGVs and SPC are time-study tools of management so workers time study themselves continually for management.

## QWL MEANS COMPANY LOYALTY

General Motors has a questionnaire they use to measure improvements in quality of work life. The first one is "an employee's commitment and feelings of loyalty to GM." The interpretation guide explains that if an employee believes the Company and Union have different goals that it is evidence of a low quality of work life.

Quality of Work Life is supposedly a joint Union-Management program under the Collective Agreement. To this day the Shop Committee has not sanctioned such a program but have allowed teams to become quality circles. The Quality Network talks a great deal about mutual trust, respect and dignity. Yet it's ultimate goal is to maximize stress and control of workers and their detailed job descriptions.

GM wants it both ways. The QWL questionnaire for management personnel are asked how much they agree with this statement: "I feel that I should be represented by a Union". Any supervisor who answers that they don't need a Union receive the highest score on his company questionnaire.

Whatever you want to call it — QWL, team concept or the Japanese way — this simply put is job and morale elimination. How many older workers do you see in Japanese plants, if you can't keep up they simply find a way to weed you out. "That's sure something to look forward to." Fun, eh?

# Education Seminar March 4-5, 1989

By PAUL GOGGAN  
Education Chairman

Your Education Committee will be holding it's first Labour Education Seminar of 1989 at our Union Hall, 44 Bond Street, East on Saturday March 4 and Sunday March 5, 1989.

The Seminar will begin Saturday morning with registration from 8:15 to 8:45 a.m. At 8:45 the seminar will start with our Guest Speaker and other opening remarks. At 9:30 the Workshop will begin and run till 12:30. Lunch will be provided to all participants FREE. After Lunch at 1:30 Workshops will continue till 4:30 p.m. At 4:30 a Wine & Cheese will be provided for all participants sponsored by Local 222. On Sunday morning classes will begin at 9 a.m. and will run till noon.

All members of Local 222 are invited to attend this weekend seminar and registration is free. Application forms are available at the Union Hall or ask your Committeeman for one. The deadline for returning your application form is February 25, 1989.

If you have any questions about this

seminar you can call me at 579-0336 or 644-3172 or ask any one of the Education Committee members. The members are Paul Goggan, Glen Bell, Larry Hannah, (Car Plant) Karen Couture, Brian Sliter, (Truck Plant) and Bobby Fowler, John Dolstra, (Fab Plant).

Local Union members are urged to send their registration forms in early because they will be handled on a first come first served basis and it also allows the Education Committee to prepare better for the large turnout that is expected. Don't be disappointed, please mail early.

## AGENDA

### Saturday, March 4, 1989

8:15-8:45 a.m. — Registration Local 222 Hall  
8:45-9:30 a.m. — Opening Session  
Guest speaker  
9:30-12:30 p.m. — Workshops  
12:30-1:30 p.m. — LUNCH  
1:30-4:30 p.m. — Workshops  
4:30-5:45 p.m. — Wine & Cheese  
Social Sponsored by Local 222

### Sunday, March 5, 1989

9:00-12:00 noon — Workshops  
12:00-12:30 — Closing Session  
There will be a coffee break midway through each session.

## WORKSHOPS

1. Pre-Retirement:  
Planning on retiring? This course is

## REGISTRATION

1. Please indicate your first and second choice of available workshops.
2. The Education Committee reserves the right to cancel any workshop that has insufficient registrations.
3. Please return the completed Registration Form to any member of the Education Committee, to Local 222 Union Hall or, address to: Paul Goggan, Chairperson, Education Committee, CAW Local 222, 44 Bond Street, East, Oshawa, Ont. L1G 1B1
4. There is no registration fee for CAW members.
5. DEADLINE FOR REGISTRATION IS FEBRUARY 24, 1989

## LOCAL 222 EDUCATION CLASSES MARCH 4-5, 1989

PLEASE PRINT:

NAME: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

CITY: \_\_\_\_\_ POSTAL CODE \_\_\_\_\_

PHONE: \_\_\_\_\_ CAW LOCAL UNION \_\_\_\_\_

WORKSHOP: FIRST CHOICE \_\_\_\_\_ SECOND CHOICE \_\_\_\_\_

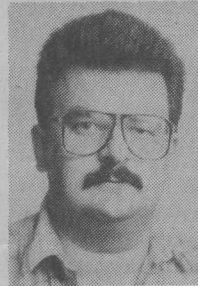
STUDENT SIGNATURE: \_\_\_\_\_



# Using Quality Programs Against the Union

By **MIKE SHIELDS**  
Alternate Committeeman  
Zone 53, Truck Plant

Often quality training becomes a vehicle of Management to get workers to adopt a pro-management perspective. Quality training and team concept training stress, "Our goals are the same". Management is not being honest with you and I when they state our goals are the same, the dishonesty is in the fact they use the plural for the word "goal". The truth is our one funda-



mental common goal, that we both want to build good, quality vehicles. Our reason for this goal is to insure our jobs, GM's reason is to make profits. That is basically where the common interests end. Management's Quality Network program will not stop here, they will try to brainwash you into thinking that it's in your best interest to eliminate your partner's job. I think we all realize quality is not a complicated matter, it boils down to this, give the worker decent working conditions and decent time standards and yes, General Motors, you will get a quality product.

The interchangeability of the "Quality Network" and the "Quality of Work Life" programs was demonstrated at GM-Windsor in 1984. They voted to end a pro-company Quality Work Life program. Management simply transferred its Quality Network Program.

Teams were introduced in Oshawa in 1985. Grievances were filed claiming Teams were Quality Circles and as such should be monitored and limited by the

Master Agreement Appendix "F". Had this document been enforced Oshawa wide, there would have been limits and monitoring, as well as understanding by the Local Union leadership.

The grievances were left to rot in the National Rep's briefcase. This exemplary lack of will gave GM the go-ahead to implement unmonitored, unsanctioned programs. Teams become Natural Work Groups. What slowed the Company down, was united efforts in different districts to keep relief men. The Company then set up the Quality network to speedup strategies to get Union involvement in eliminating waste, which effect is eliminating jobs. The UAW in the States bought into continually improving methods to eliminate jobs. The Quality Council and Quality Networks became the organizing vehicles.

In Canada the Quality Council and Quality Network began the same process. Quality programs typically involve the appointment of Union members and Union reps to full-time positions, in some cases these are patronage jobs. Because of the lack of perspective of a Union on quality, these so-called "Trainers" get more and more drawn into thinking of Management as their counterparts. Most of their time gets spent with Management, even to the point of "freebies" such as Company-paid trips and cars.

## UNIONS AND QUALITY

Quality is a Union issue. Workers do take pride in producing quality work. They like to be identified with a Company and a product that friends and neighbours see as high calibre. Like much of Team Concept, Management has taken workers' concerns and twisted their meaning.

Unions do need to champion quality in the sense of consumer satisfaction. Unions do need allies. Today's political attacks on Unions try to isolate them as narrow special interests not concerned with public concern. Unions must establish that within Corporations it is hourly workers who stand for public concern. You must remember it was Walter Reuther who was one of the earliest advocates of fuel-efficient cars.

When Management cuts back on quality, the Union should inform the public directly. The Union can also publicize specific examples of members taking the initiative to improve the quality consumers receive. Union members are consumers too so, of course, we care about quality. None of us want a lemon.

The term quality can have two meanings. The Company's definition is a quality improvement is a productivity improvement. Quality equals waste reduction which in turn means job elimination. Normally quality means improving quality value for the consumer. This kind of quality improvement usually means more workers not less.

Management's definition of quality is toward waste reduction, meaning "conformance to requirements". Conformance to requirements means do it exactly the way Management says. Quality then becomes the justification for the rigid control system of standardized work. Getting control of the process means complete monitored control of a worker. Management still have the say on design, engineering and suppliers of parts. The only process not completely controlled is human beings. Speedup, job elimination and computer continuous time studies do just that. Our view of Quality is far different than Management's view.

## Attention All Retirees and Wives

by **Joe McCloskey**  
President, Retirees

Attend your next membership meeting  
February 13, 1989

Place — CAW Hall, 44 Bond St. E.

Time — 1:30 p.m.

Special Guests will discuss  
Converting your RRSPs to RRIFs  
Annuities and Tax Questions  
Plan to attend

## Parking Fees

By **PAT McCLOSKEY**  
Retiree

In discussion with some of our members and also residents of Whitby, I find they are not pleased having to pay **Parking Fees** when they visit the "Whitby, Dundas Medical Centre".

John Bird, proprietor of Guardian Drugs at the Medical Centre, will stamp all parking tickets when you have your prescriptions filled in his store. He and his staff are very caring people and go out of their way to service the public.

Open — 7 Days a week

9:00 a.m.-10:00 p.m.

Free — Home Delivery

Phone — 430-2999

## PROBLEMS?

Alcohol and/or Drugs  
CAW-GM Substance Abuse Program

For Help, Information, Etc.  
Confidential CAW Reps

Bill Malnick: 728-3355/In-Plant: 644-7488

North Plant Medical Centre: 644-5146

Howie Kellock: 655-3906/In-Plant: 725-1759 or 644-3724

Doug Cameron: 725-1668/In-Plant: 644-3724

South Plant Medical Centre: 644-6093

Matt Ryan: 433-7679/In-Plant: 644-5967

Truck Plant Medical Centre: 644-7080

All Can Be Reached at Union Hall: 723-1187

## Apprentice Committee Report

By **JACK McEACHERN**  
and **RICK McMULLAN**

### 1989 APPRENTICE APPLICATIONS

For this year's intake, applications will be accepted from General Motors' Oshawa employees as well as non-employees. Selections shall be on the basis of at least two from the employee applicant list for every one selected from the nonemployee list.

Apprenticeships will be offered in the following trades:

1. Electrician — Construction and Maintenance
2. Machine Repair
3. Tool and Die Maker
4. Patternmaker
5. Sheetmetal Construction Maintenance

nance

Please Note the following points:

1. You must apply in person at the GM Hourly Employment Office, Park Road South, Oshawa on February 21, 22, 23, 24, 27, 28; March 1, 2, from 9:00 a.m. to 11:00 a.m. and 1:00 p.m. to 3:00 p.m., as well as Saturday, February 25th from 9:00 a.m. to 12:00 noon.

2. Applicants must have completed Grade 12 (or Ontario Grade 12 equivalent) education to apply.

3. An official transcript of high school marks and any post secondary education must be provided. Photo copies of diplomas, certificates, degrees or other support documents must be provided and **will not be returned. No Application Will Be Accepted Without**

Proof of Education.

4. To be eligible for consideration, applicants must meet the requirements for apprentice training as outlined in the Master Agreement.

5. If you have previously applied and wish to be considered this year, you must reapply again and be prepared to resubmit the necessary documents.

6. An evaluation of your education will be conducted at the time you apply. Applicants should be prepared to wait for this evaluation at the time of application.

This competition is open equally to female and male applicants.

For further information call:

Jack 3976

Rick 3977

## CAW Bowling League

By **MIKE EMON**  
DECEMBER 2, 1988

Here are the top bowling scores for Friday, December 2: Bill Stacey, 928; Darcy Chapman, 770; Gene Dziana, 761; Louis Gervais, 758; Ron Jones, 756; Bud Kemp, 753; Barb Hedington, 750; Wayne Czarkowski, 774; Marilyn Blodgett, 735; Bob Simard, 730; Harold Rivers, Peter Stirpe, 72; Connie Lockhart, 715; Don Revoy, 706; Bill Stevenson, 698; Ken Shobbrook, 696; Paul Derry, 696; Tarig Shaikh, 690; Vito Casalino, 689; Doug Brown, 680; Mike Emon, 688; Jerry Daigle, 686; Rob Toner, 686; Bernie Schaefer, 667; Ron Murray, 660; Sherry Rodgers, 664; Murray Coburn, 657; Rodger Gailbraith, 654.

DECEMBER 9, 1988

Here are your top bowlers for Friday, December 9: Ed Farmer, 780; Warren Dobbie, 773; Lance Livingston, 672; Doug Hodgson, 750; Moe Bryan, 737; Bill Stacey, 734; Steve Pollock, 729; Darcy Chapman, 712; Vic Guindon, 712; Mary Ellen Bisette, 707; Gene Dziana,

706; Sherry Rodgers, 705; Ron Jones, 701; Peter Stirpe, 700; Sherry Rodgers, 705; Ron Jones, 701; Peter Stirpe, 700; Bill Rodgers, 697; Marilyn Blodgett, 696; Linda Carey, 692; Harold Howe, 688; Doug Brown, 687; Paul Derry, 684; Rodger Gailbraith, 678; Bernie Schaefer, 679; Walt Munroe, 673; Phil Cornier, 671; Ron Murray, 668; Harry Langkraer, 664; Bill Goodman, 664.

DECEMBER 16, 1988

The 750 and up club has a few more members, this week of December 16: Harry Langkraer, 861; Ron Jones, 849; Paul Derry, 811; Jerry Gorra, 788; Noel Ricketts, 773; Patti Tonner, 773; Murray Coburn, 753; Tarig Shaikh, 742; Mike Adams, 735; Rodger Gailbraith 729; Doug Hodgson, 709; Steve Pollock, 709; Peter Stirpe, 708; Sherry Rodgers, 694; Ron Murray, 694; Darcy Chapman, 681; Bob Simard, 675; Harry Breau, 673; Bill Pannekoek, 666; Bernie Schaefer, 664; Dave Graham, 660.

DECEMBER 23, 1988

With the Christmas rush upon us, there were still some fine bowling to

report on December 23: Bud Kemp, 818; Bill Stacey, 800; Peter Stirpe, 785; Tim Walton, 779; Barb Smith, 751; Murray Coburn 731; Barry Livingstone, 717; Paul Derry, 715; Noel Ricketts, 714; Ron Murray, 705; Darcy Chapman, 703; Steve Pollock, 698; Bryan Carey, 696; Doug Hodgson, 673; Dave Murray, 670; Lance Livingstone, 666; Lee Thompson, 664, and Harry Langkraer, 660.



CAW — GM  
Legal Service Information  
Phone: 433-4242

## Voter Apathy

By **DON DREW**  
Zone 4 Committeeman

If what follows sounds like sour grapes it is, and let me say up front that this has absolutely no meaning for the small group of elite individuals who actually took time from their busy schedules to actually vote in their respective federal and municipal ridings.

Members of the labour movement, hang your head in shame. How you can look another human being in the eye is beyond comprehension. The labour movement has enough political clout through their votes to do unlimited good, but do you exercise it? Obviously not. In the recent federal election, 74 percent cast their ballot, unbelievable with the most pressing issues of our time at stake, you don't even vote. Free Trade, the environment, the deficit, and military spending obviously mean absolutely nothing to you. We'll see.

In the recent municipal elections, only 28.5 percent of the eligible voters cast their ballots, but it is the other 72 percent, the apathetic peons who want their roads paved, streets plowed, and adequate athletic, health and educational facilities for themselves, and their children, and who cry like little babies to whoever will listen when a situation arises they don't agree with.

Why don't these people (and I use the term loosely) wake up. Voter apathy is the single most dangerous threat to democracy and our very way of life we face today. If we are going to live in a

society where usually two thirds of the voting population are going to select our political representatives, then that two-thirds will determine your taxes, your social services, your environment, your educational system, your health care, everything. At the municipal level, you allow less than one third make all the decisions. Name one aspect of life that isn't directly affected by some government body? It can't be done, and the effect is getting more pronounced daily. Don't you give a damn?

In 1734, Andrew Hamilton said, "The masses are asses", and up until now I disagreed with him. No more. The general populace obviously want to be led like sheep. They want their decisions made for them. They don't seem to have any interest in the issues. Don't they have the ability to make a decision on their own, or even worse are simply too lazy to do anything?

This goes beyond disgust. The sad part is that the ones who do vote and are concerned and find out the position of the candidates on issues, don't always get what is good for society, they get what a well-oiled political machine gives them, only what a select few want. You are directly responsible for upholding democracy and the non voters make me sick. The greatest asset of any society is its people, non voters are no asset. They are a liability. If you can walk, you don't depend on others to be your legs; why do you let them make your decisions? If you look hard enough, you can see a tear in Walter Reuther's eye.





# Rod and Gun Club

By ROY FLEMING

Tues. February 14, 1989 will be our Conservation Show at Local 222 Hall bond St. E. Oshawa.

Ice fishing in Lake Scugog, has been very good if you take the number of pickerel taken, but most are very small. The majority of the fishermen let these small pickerel go, if they are not hooked too bad. Live minnows and a small flashing bait, jigged, for hours, seems to be the bait, other shining baits, will do the trick, but you must constantly jig that bait.

The large silver herring, Williams Wabler, reversed. The hooks where the snaps are and the snap where the head is, is the bait they are using in the Bay of Quinte, with good results, mostly large pickerel and some Pike and Lake perch.

After that scare of the ice breaking up, on Lake Simcoe, I do not hear of many Lake trout taken, and the white fish are very scarce. You do not hear of any big catches of herring, been taken in Lake Simcoe anymore.



Your 1989 fishing licence must be purchased before you fish and it will not be any cheaper next summer. You must have that 1989 fishing licence if you intend to ice fish. You must register your fish shack, and the number has to be visible at all times. The fish shack must be removed from lake Scugog by march 15th. In other areas the removable date can be a different time.

The number of deer killed out of season by accidents, in the Lindsay area for 1988 was about 600, motor vehicle kills were the most, others caught in fences, drowned, and dogs killed about 6, aircraft killed a deer. With the number of deer killed by accident, in our area, maybe the shot gun season should be a little longer, as the deer herd could be better controlled.

The department of Natural Resources, has given seven species of snakes, that are found in Ontario, special protection, under the Ontario Game and Fish Act, for the first time. Snakes in Ontario are vanishing fast, their natural environment of wet lands is being destroyed at a fast pace.

Many people kill snakes, for they do not know the good they do, in eating mice and rats and many large insects, currently, no protection is extended, to

our endangered amphibians, frogs and salamanders.

If you have a son or daughter, seeking summer employment, and loves the out of doors. The MNR, are seeking seasonal Park Naturalist, and Museum Technicians, for the Summer of 1989 in Algonquin Park.

**Contact Park Naturalist MNR  
P.O. Box 219**

**Whitney, Ontario K0J 2N0  
Send application no later than  
February 28, 1989**

There is much talk of the Dept. of Natural Resources Lindsay, taking over a block of land, 423 acres of the north end of Scugog Island

This is the crown land at the north end of Scugog Island where the boat ramp is and the rest of the property is used for controlled pheasant hunting.

There is no talk of changing its use, only the deed to the property, changing hands. if you are in Lindsay at the Department of Natural Resources Kent St., see if there is a copy available. You might find some news of interest if you like to hunt and fish.

I you have a bird feeder, the placing of feeder is very important. It must be where cats cannot catch your birds, out of direct winds, for birds do not like winds, when feeding. Place your feeder

in a bright place where you can watch the birds feeding from your window. Squirrels can cause havoc with your feeder scattering your feed over the ground.

Your 1989 executive of the Union Rod and Gun Club, was elected, and installed, in all positions, after a spirited election.

**President  
Ed. Shridgley  
Vice-President  
Ed. Johansen  
Secretary-Treasurer  
Sharon Young  
Sgt. at Arms  
John Mandryk  
Publicity  
Roy Fleming  
Property Manager  
Mark Roberts  
Trustees  
Rick Roddy & Mark Flanagan  
& Leo Jacques  
Target  
Paul Young  
Trap  
Dean Anderson  
Casting  
Reg. Bellwood  
Conservation Chairperson  
Roy Fleming  
Canteen  
Mark Roberts  
Membership  
Ed. Johansen**

Our chairperson Ed. Shridgley thanked all members who had worked so hard in the betterment of Conservation for your Club. Some members who had held executive positions in the past did not stand this time.

The trustees of the Union Rod and Gun Club after examining all fish entries and other trophy winners. The winners are:

Large mouth Bass, Ed. Johansen using a frog in the Moon River, 5 lbs., 12 oz.

Muskelunge, James McKinlay using a mepps spinner in Lake Scugog, 14 lbs., 2 oz.

Pickerel "walleye", Bill Nicholls using a lure, Jensen bait with minnow in the Bay of Quinte, 9 lbs, 12 oz.

Northern Pike, Larry Holmes no. 4 mepps in Lake Couchiching 20 lbs. Chinook Salmon, Allan Stevens using a evil eye in Lake Ontario, 30 lbs.

Brown Trout, James McKinlay using a rom bait in Lake Ontario 12 lbs., 6 oz.

Trap Ed. Cook., Marvin Linton — Weed drag large pickerel lake Scugog 3 lbs. 12 ozs. Dean Alcock, Stan Ward for member doing the most for your Conservation Club., to be announced at show February 14th. There are many other trophies that had no entry, so for 1989 make an entry, there are lots of entry forms around.

Your 1989 membership card \$2.00, are for sale in some parts of the plant.

The committee in charge of the Conservation Show at 44 Bond St. E., CAW Hall is ready to go, no charge, everyone welcome especially mother and kids. Many door prizes. A Loates print in frame of geese for a lucky lady. The best casting rod and reel for a winning man. The kids all winners of a small bait.

Some of the booths are Tool and die Room South Plant with their big fish. Oshawa Parks dept. with Bill Slute and his films of conservation Areas in the city of Oshawa. Natural Resources Dept. Lindsay to answer all your questions of what the department is doing. Arnie O'Donnell is in charge.

Normark bait people, Oshawa showing their latest baits, Alf. Walker in charge. Fly tying with Doug Wilson and helpers. Duck carving by Bill Camwith. St. John Ambulance, Rescue Squad from Lake Ontario, rock Hounds Donna Stata. Old Guns John Crook, Big Game Carl Sedore, Archery from Port Perry.

## News and Views of Retirees

By May Partridge  
Member at Large

The holidays are over and everyone is back to work, and there's not much in the news to report. We had the Retired Workers Int. Rep. Len Harrison to our first meeting of 1989. He is caught up in waiting for Nickerson returning from holidays, to finalize the agreement on starting an Area Council. Local 222, 1090 and 1136 and two young Locals in the Peterborough area were proposed as an area. The members will be elected from the Chapters 222 and 1090. As there is only one retiree from 1136.

I have talked to Les Batterson of Ford local 200. they send three delegates from the chapter plus three from the Area council, which give them a total of six, with voice and vote, the same number as Local 222, with over six thousand retirees. The President of the Toronto Area Council doesn't have a Local or a Chapter, but attends every

conference in Port Elgin. We are allowed six delegates and could send more, if we had an Area Council. Prior to the Constitutional Convention in Ottawa the regional Office got 55¢ of the dollar dues paid by retired workers and the Chapter got 45¢. This was reversed in Ottawa and the Region gets 45¢ and the Chapter 45¢ and the ten cents of the dues goes into a separate fund for Area Councils. This way there are only three Area Councils because there was no vehicle of funding. I hope we get it straightened out so we can afford to send extra delegates next September. Bob White was increasing the dues portion to every local and every Committee. In the Local, I enquired what about retirees? Bob said he had never refused the retirees anything, but after lunch when they had met with the resolutions Committee, they came back with the extra ten cents. But you must have an Area Council to receive it. I think we have about 2,600 paying their dues which means 260 dollars per month will start the funding of an Area Council.

I passed a motion at the Executive to include the dues check-off slip and Brother Hoar added a letter explaining how it is used. We are also going to include the pamphlet on Retirees Activ-

ities and all three will be put in the envelopes that contain the one hundred dollar cheque you receive from Local 222 on retiring. I am hoping when we get the new hall built we'll have more retirees come out when paying for parking and enough room to park won't be a deterrent.

Sister Bev. and I are getting together to try and increase our membership.

I didn't think there was much news and here I'm on page five. Sister Bev. and I are waiting on a list of retired workers in Nursing Homes. I'm sure there are some who could attend the centre if transportation was available. If you know, or hear of any members in the hospital, please let the Sick and Visiting Committee know by phoning 728-8600 at the Retiree Centre.

**WANTED  
1,000 Volunteers**

**for the opening of the Sky Dome  
in Toronto - June 30, 1989  
Some experience in aerobic will  
help, but not necessary. Track Suits  
and running shoes to be worn. The  
opening will be televised for ninety  
minutes. There will be 8,000 performers.  
Must be 18 or older if interested.  
Call 1-745-5100.**

### BANKING AGREEMENT

Any retiree, at any time, can arrange to have their pension deposited in any bank or credit union by filling out forms available at the Pension Office (telephone 644-6411). I delivered these forms to the Auto Workers Credit Union and they should be available here without having to get them from the Pension Office.

### UNEMPLOYMENT INSURANCE WHILE RETIRED

You still have the right to file for Unemployment Insurance while retired, but every case is different, and your pension is earnings and has to be declared. At the time you retire, you should go to the Union Hall and get advice there about whether or not you have a claim and advice on how to apply. **Don't go wandering into the Unemployment Insurance Commission to file by yourself. Call for the Pension Rep.**

To contact a Union Pension Rep., ask your supervisor to call 7831 or 7832 and record the call, and we will come to see you as quickly as we can.

### CREDITED SERVICE

Just about every day I receive calls regarding lost credited service, since many senior members lost service over the years for various reasons. Before January 1, 1968, if a member was sick, that lost time was deducted from their credited service even though they lost their time through no fault of their own. Also, they were not credited with all the time lost due to lay-offs. Some or all of this lay-off time can be returned to you **provided you apply for it.** You should ask to see your Pension Rep. if you feel you are short on your credited service.

Don't just turn the request in to your supervisor, as that could cost you.

## Pensions in the GM Unit

By AL O'DONNELL  
SURVIVOR OPTION:

When a member retires, they are offered the "Survivor Option". It is similar to term insurance, in that you agree to pay an amount of money per month out of your pension and upon your death, your spouse would receive part of your basic pension per month for the rest of his or her life.



This option cost depends on the age of your spouse. If your spouse's age is within six years of yours either way, then the cost is 5 percent of the basic pension. Your basic pension is determined by multiplying your years of service times your Basic Benefit Rate.

An example for an assembler with exactly 30 years service who retires between October 1, 1988 and September

1, 1989 would be 30 x \$31.50 x 5% which is \$47.25 per month Survivor Option Cost. The amount the surviving spouse would receive in this example would be 30 x \$31.50 which is \$945.00 less the option cost of 447.25 multiplied by 60 percent, which is \$538.65 per month. This amount is paid for life **whether or not the spouse remarries.**

feel confident they will be completed when most needed this summer.

Another contentious issue which I have had umpteen meetings on is the personal lockers being put back on the lines, where they should be, instead of banks of them a quarter of a mile away from the individuals using them. I am hoping to report in the near future they will be put back by your work stations.

### AUTO CASH MACHINE IN PLANT

Over the past couple of months I have had meetings with the management from THE AUTO WORKERS CREDIT UNION and top car plant management about the idea of putting an auto cash machine in the plant. From the meetings I have had thus far I feel optimistic this will become a reality, more meetings are pending. I will report more in future updates.

### UPDATE ON PERMANENT LAYOFFS

As you were aware prior to our Model Change there was approx. 210 members in Oshawa on indefinite lay-off. This number is now down to approx. 100. With the introduction of the Chev to our plant there will be additional people required and when all the car plants get rolling again soon the other plants should be increasing manpower as well. Which should soon mean no indefinite lay-offs, and transfers will start moving again. Transfers are always a hard one to explain when there are more than 35 members on indefinite lay-offs. Most of you know what I'm talking about but if you don't please ask.

## News and Views



By DON WHALEN  
District 6 Committeeman  
WELCOME BACK!

I hope everyone had an enjoyable holiday and I would like to take this opportunity to wish you all a healthy and prosperous new year. From some of the highly speculative discussions going on with regards to production plans and overtime schedules, I suspect the new year will be very prosperous, for us here in Oshawa.

### STUDENT APPLICATIONS SUMMER '89

For those members whose sons or daughters are interested in applying or reapplying if they worked here last year, I have been advised the company is taking applications now and up until Feb. 24th 1989. You must apply at Canada Manpower in the Bond Towers Bldg., in downtown Oshawa.

### WORKING CONDITIONS

I have mentioned air conditioned lunch areas on a couple of occasions and they were supposed to go in as they were agreed to in the last set of negotiations. However, the previous company managers were just giving me lip service, the truth of the matter is they did absolutely nothing to get their construction under way. They didn't even apply for the required monetary approvals, the net result was nothing was done. I want to report to you now, that new management have started the ball rolling, the costing is now just about completed, the areas have been tentatively selected and the funding should be the next step. I now



# District 10 Report

By JOHN SCANLAN  
AROUND THE ZONES

Our District Dance is proceeding as planned and advanced ticket requests have been fair. Each Committeeman representing our district will have approximately 25 tickets each, as well as myself or our Chairman Al Madden. I am trying to keep the price down to around \$20.00 per couple for the dinner and dance. Please ask your Committeeman for details.

## ZONE 37

I attended the Outside Contractor's Meeting recently and I was pleased to see the **shortest list ever**, mainly jobs nearing completion.

Our construction workload in 48C projected an average of 10 weeks ahead, although this changes regularly and should increase when the Fab moves to the New budget year.

Pat's grievances at my step have increased slightly recently and we are both managing to **stay on top** of them.

Just a brief word about transfers since the inception of the memorandum. The employee transfers to a department and then exercises his/her seniority rights to attain a job they prefer within that department when an opening occurs. The point is you **cannot transfer to a set job** in a department.

## ZONES 38 AND 40

It seems every time a **hot** issue is resolved in the Truck Plant another one raises its head. I know, **that's life**. Well this month the issue once again is near and dear to our hearts (overtime). This time it's combining 2 and 3 shifts for weekend overtime, as well as the overtime groups and what these issues will mean to your ability to flow to Dept. 49; if your work slows down — **the battle goes on**.

As I mentioned to all Truck Plant Trades, we have an all-day session scheduled on January 24, 1989, to address these and other concerns, not to mention **35 grievances from all three shifts**. My responsibility as district is to negotiate with management on **your behalf** with your Committeeman. When this process has been accomplished I am then obligated to show leadership and direction. By the time of print you will know this **direction**.

## ZONE 50

In my last Zone 50 report, I touched on the issue of **Contractors**. Since negotiations, and getting involved more and more in the business as a District, I have been looking for ways to secure **our work** and our workforce — especially at times when major changeovers are completed. One way is the Outside

Contracting Meeting and the type and amount that goes out. I have been successful in arranging for Pete Lyons to attend these meetings **with the Union** and enable us to question him on the type and amount of work going to outside labour. This is a big improvement.

I am trying to have this system **improved** even further by having a Workload Projection Sheet by classification in construction issued at the same meeting. This will enable us to challenge the Company and make sure our people are **fully utilized**. We also have to challenge the annual contract which are issued to service contractors. For example — **elevator repairs, CCS gas services, etc.** As usual the **grievance load is high** and we are setting up meetings to deal with them.

Just to give you an idea what I have to deal with on second steps from Mike, Mike will accumulate a number of grievances then ask me to set up 2nd step meetings for **your** grievances to be heard. When I ask for copies he refuses to supply them till the time of the meeting. Mike is the only Committeeman who uses these tactics and the Skilled Trades Committee supported me six months ago when he first tried this. It is unfair to the **membership** and is obviously designed to make me look bad. **What else is new?**

## SPECIAL TOPIC

As you all know, I write on a regular basis and try and touch on some of the issues and concerns I deal with as your District, plant wide. I occasionally even try and send the odd committeeman a message or two. But all in all I keep it clean and never attack anyone's personal life, personal habits or personal beliefs. To me that is **taking politics too far**. Hopefully the upcoming elections won't get to that and give the membership more reason to become disenchanted with our Union and its elected reps. In the event that it does happen, I have all the **faith** in the world that the membership will act responsibly and see through it.

As promised here are some of my ideas on the issues I raised last month. First off, as Skilled Trades we should follow **Brother White's** example and fight for what is deserving of Skilled Trades and that is the right to negotiate as a Skilled Trades Body, **reject** a contract if the Economic Package does not meet our demands and improved ratification and Union Card system, additional representation at the National level, just like the Airline Workers and the Fishermen's Sector were welcomed into the CAW recently. I'm sure by now it's clear that with the increase of members and the good job our Organizing Dept. is doing in unionizing across Canada, the administration role becomes difficult and delicate. However, just as the Canadian Sector of the UAW out-

grew the structure and struggled for the right to negotiate for ourselves and not be restricted by nor dictated to by the U.S., so I see that the Skilled Trades are outgrowing **some** of the same from within our own structure and believe it's time to progress and achieve local autonomy.

For the **benefit of the politicians** I am **not** suggesting that we split from the CAW, I am suggesting we have a fight ahead of us and hope you will support me in achieving it. Since Brother White became Director of the Skilled Trades Dept., we have progressed. Example, our first Skilled Trades Bargaining Convention was held to formulate our Skilled Trades Demands. We **established** a Special Skilled Trades Differential and will continue to have that; also increased the Skilled Trades National Staff from 1 to 2. This is indeed progression, but it's **not** enough.

Some of my union peers may think I'm talking like a skilled trades prima donna. As the Plant Chairman Jack Whalen told the Committee recently when we won the support of the whole shop committee, BAR HIM on our autonomy issue, "You'll never get autonomy as long as I'm Plant Chairman," was his response. **So be it!** If that's the case I will always think as a Skilled Tradesman and will continue to fight for the trades identity and unity.

The other issue of preservation of classifications is relatively simple: 1. Establish demarcation guidelines through our Demarcation Committee and publicize them to the membership. 2. **Don't** do another trades work, if you are directed to do it **do it under protest and call your Committeeman**. 3. **Populate all apprenticeship classifications to cover at least the rate of attrition**. 4. **Take back all yearly service contracts**. 5. **Negotiate a CAW Outside Contractor Co-ordinator** to ensure our people are utilized if contractors work in our plants.

In closing I would like to mention that in order to achieve, one must be willing to sacrifice. **I am willing** to sacrifice and **achieve our goals**, are you!

## What About Teams?

By MIKE CLYNCH  
Body Shop Committeeman

In management and Union circles management-by-stress has come to be referred to as Team Concept or Natural Work Groups. Regardless of all the



hype, Teams are simply Management's new Administration Business Units. If Supervisor Sub Groups were substituted for Teams, the concept would be the same, as would the meaning. Some teams do meet and discuss real problems. At start up, these meetings are used to appropriate worker knowledge. Once full line speed has been hit, speedup and elimination of jobs occur because jobs are now fully standardized. Team meeting's frequency drops. After that they are generally called by management as shape-up meetings because of "attitudes."

When management discuss amount themselves what makes the system work, Quality, Teamwork and Team Meetings are rarely mentioned. The circles have become Quality Control Circles. Peer pressure and inducing stress are the focus. Problem-solving functions of teams end when line speed targets are reached.

## PERSONAL STRESS

When applied to an inanimate object, stress means pressure or force. Increasing stress will cause a metal piece to change shape or break. If the metal is being stamped or molded into a fender it is a desirable effect. If, however, metal in a bridge is stressed beyond endurance, the effect is potentially disastrous. In most mechanical situations, stress can be continued as long as the limits can be clearly defined.

In human beings however, stress is far more complicated issue. Some forms of stress can be a positive contributor to a person's health when he or she is the judge. People who exercise with

weights, do aerobics or jogging voluntarily subject themselves to exercise stress that must be followed by accompanying relaxation. Stress response can with limits prepare the body to deal with emergencies. "The Cascade" of physiological changes in dangerous situations is aptly called the Flight or Flight Reaction. Unfortunately many Unions have chosen the flight response and left their membership leaderless and helpless.

Stress can also **kill**. Continued long term stress over which an individual has no control causes high hormone levels and other unhealthy changes in the body's normal state. These changes have well established links to heart disease, asthma, ulcers and diabetes. They further result in depression, drug abuse and alcoholism. If there was ever a case to be made for a claim for Workers' Compensation because of nerves, it is the Management-by-Stress Corporate System that intends to cause stress.

Research on animals has shown a direct relationship between inescapable stress and suppression of immune system cells that fight cancer. The primary hormone released in response to stress, (cortisol) suppresses the immune system function generally kills certain brain cells. High continued stress levels can be particularly dangerous as a person believes they are used to a stressful environment even though the body is maintaining its high stress reaction.

Researchers have found jobs that have a high demand and job control because of standardization produces maximum stress. Studies have shown inspectors of products, material handlers, technicians, machinists, labourers and mechanics are most stressed than top executives.

It is not just the work that creates the stress. Plant publications are constantly reinforcing the depression mentality of compete and change or you won't have a job. Everyone gets convinced that Quality is the goal but that is not the case, eliminating stress and control are the goals. Everything is justifiable if you can convince them that Quality is the goal.

It is the inflexibility and tight control that creates stress by refusing to accept that these are individual human beings, not precise machines. Counselling and exercise programs are being introduced into plants to help people deal with the stress management has successfully created. Overall though, the system itself multiplies personal stress. It continues to increase demands on individuals while its full implementation reduces personal control.

## Insurance Report

By DAVE BROADBENT  
Insurance Representative

One of our insurance coverages that I have had inquiries about is the Chiropractic benefit.

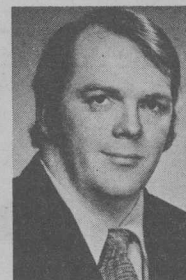
OHIP allows up to \$210.00 a year toward Chiropractic treatment. The year runs from July 1st to June 30th.

Our coverage with Green Shield does not begin until after the \$210.00 allowed to OHIP is used up.

For example, someone who begins Chiropractic treatment in August. During the course of treatment, they paid \$12 a visit over and above what OHIP was paying per visit. Once OHIP has been exhausted, Green Shield picks up the total cost of treatments until June 30th of the following year.

The necessary Green Shield forms are available at the GM Benefit Office, CAW Hall, or from myself, also most Chiropractic Offices.

If you encounter any problems, do not hesitate to contact us through the Benefit Office at 644-7832, or call me at home 723-6297.



## Retirees' Activities

By M. YOURKEVICH  
Chairperson, Recreation Committee  
CAW Local 222, Retired Workers' Chapter

### RETIREES' ACTIVITIES

January 13, 1989 Dance Winners — Attendance:  
(1) Margaret Saunders  
(2) Mary Degoe  
Port Elgin Weekend Funding Draw — Ross McKee

On the counter, thank you to Donna Burke and Brother T. Hoar, Secretary-Treasurer, Local 222, "Big" Jim Campbell for transporting our refreshments, Brother G. Bergeron — we miss you and hope you're on your feet soon.

Auxiliary 27 CAW President, Sister Betty Clark, for helping with the draw and explaining the Auxiliary's campaign to raise money for a Kidney-Dialysis Machine for the Durham area.

Our reliable gift giver — Carl Vajoa, Molson Ont. Sales Rep; Lawrence Hefner, Corby-Wiser's Sales Rep.

### MEMORY JOGGERS

Next Dance February 10, 1989 — Valentine's — D.J. Bill Braiden Tickets on sale always beginning the Monday of Dance Week, \$3.00 per person, social evening.

Membership Meeting — February 13, 1989 at 1:00 p.m. — Second Monday of each month. Brother Abe Taylor is arranging for a speaker on Financial Workings.

Sick and Visiting Chairperson, Brother Mike Tureski asks for the members to report anyone that's sick or hospitalized, call 723-1187 or report in person. Would appreciate the co-operation.

Billiard and Card Tournament — DEADLINE February 3, 1989 — Commence February 6, 1989 — Register — Bulletin Board, Retirees' Hall.

## The Ultimate Cooperation

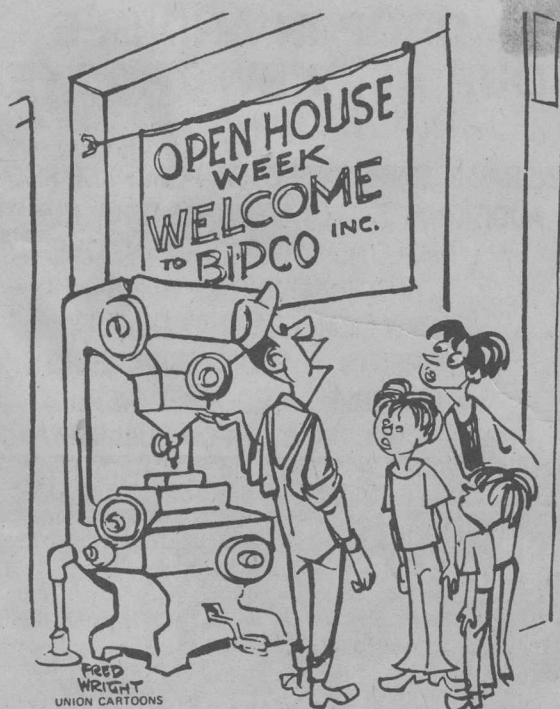
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job losses, closures, etc. can continue to keep hourly workers in a depression mood with constant stress.

It is a fundamental truth for labour that the corporate bottom line is profits. This is not a vague goal for top managers, it is their reason for existence. It determines all their fundamental decisions, and attitudes toward labour. Unions have frequently bought into Quality Networks to save jobs and improve quality. Corporate behaviour proves that these are not their true motives. Large Corporations are not just

bigger versions of a Family or Family Business. Their loyalty is not to a particular product or country with merger mania and international conglomerates. The Corporate decision makers are not committed to its own lower levels of management or to the families it pretends to create.

Their only loyalty is to the Management by Stress system practiced by those taught in Global Business Training. It is a system to squeeze workers, floor supervisors, and Union reps into achieving maximum control of the workplace for maximum profits.

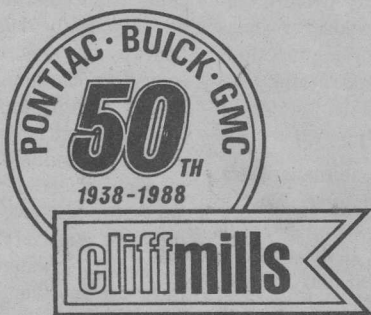


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PLEASE CALL OR VISIT FOR FULL DETAILS

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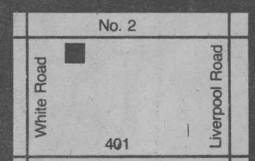
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